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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires
du Canada

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Historic Agreement at Acadia Ends Strike



Day 3 of AUFA Strike — Hundreds of students, holding banners and shouting slogans, stage a solidarity rally with striking Acadia University Faculty Association members Oct. 17 in Wolfville, Nova Scotia. Professors, instructors and librarians went out on strike Oct. 15 after the university and union failed to reach a contract settlement.

CLASSES at Acadia University are back to normal this month after a three-week strike by members of the faculty union that ended Nov. 5.

On Nov. 6, members of the Acadia University Faculty Association agreed to a three-year contract which brings compensation close to national averages and incorporates precedent-setting equity provisions.

According to AUFA chief negotiator Jim Sacouman, the association "achieved a contract that makes Acadia a more equitable workplace and produces significant improvements for our most disadvantaged members."

Following the precedent of the 2006 Winkler award at the University of Toronto, Sacouman said both bargaining teams agreed to the principle that salaries should be consistent with Acadia's reputation and competitive in its relevant market.

AUFA president Peter Williams stressed

the importance of having sound information about the university's priorities, historically and in its current context. "We first examined the university's priorities with a longitudinal analysis of spending. We then compared the results with the priorities of comparable universities. The data we received from CAUT was instrumental in negotiations," he said.

The centerpiece of the agreement is an integrated and more equitable salary structure that narrows the gaps among all categories and ranks of academic staff, has equal grid steps for all, significantly reduces the numbers of steps and substantially increases the floors.

Compensation for part-time faculty is now pegged at 10 per cent of the lecturer floor, with a starting rate by July 1, 2009 of \$5,400 per three-hour course and a maximum based on seniority of \$5,600. Part-timers also have improved access to computers, library privileges and e-mail services and

full integration into the same grievance and arbitration procedures as full-time academics.

Salaries for librarians, which were among the lowest in Canada, have been dramatically increased.

Instructors now have a new half-sabbatical after six years of service and parity with faculty and librarians for professional development accounts of \$1,800 by year three of the agreement.

Renewal, tenure and promotion procedures are now firmly rooted in departmental committees, with a process that has greater transparency and accountability.

A new joint employment equity committee will identify discriminatory barriers to employment equity.

A key gain on health benefits for this round has been met, with the establishment

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LETTERS COURRIER

Teaching? What teaching?

SANDY HERSHCIOV'S commentary "Teaching Must Not be Trumped by Research," (*Bulletin*, September 2007), was compelling reading. But the reality is that teaching was never really in the game at all. And it's not going to be.

Advocate teaching to an academic and the first reaction is likely to be blank incomprehension because few have the faintest idea what the word means. At best, there might be some notion it has to do with keeping up-to-date lecture notes and checking vigorously for plagiarizers. (Ever notice how many academics will spend far more time in catching people doing something the wrong way than in learning how to teach them to do it the right way?)

Little thought has been given to what the university and its various disciplines have to offer to the average undergraduate, or what that undergraduate needs. The result shows in courses that are largely information based. That puts emphasis on the rote learning aspect of the discipline which is of little use to most students, and so

will be forgotten soon after the exam.

How little is learned this way would be easy to demonstrate. Just assemble any representative group that wrote a 101 exam five years after they wrote it. Give them another exam. Those few who had gone on to work in the field of the course would probably do well. But can you imagine the lack of recall of those whose main area was in a different discipline?

Another reaction will be anger. Teaching is beneath the dignity of a professor. It is "spoonfeeding" people who are "not prepared." Even to mention teaching is to "denigrate research" because we all know (without any need for testing) that "good researchers make good teachers." All of the academic's training is in the discipline, and it is the act of research rather than those of teaching and communication which defines intellect. So prestige and self-esteem (and dare one say ego) are caught up in service to the discipline.

Teaching is a threat to the social assumptions of academia. And people who are threatened get angry.

All of this may explain why the

obviously silly Maclean's ratings have not been effectively countered by the universities. On the contrary, the ratings have become a powerful force in setting the pace for university development. The universities can't fight the ratings because Maclean's evaluates the universities much as the universities evaluate each other. They can't fight Maclean's because they don't know any more about teaching than the nothing Maclean's knows. (Nor have university administrators distinguished themselves by picking up the slack.)

But nothing will change. Ego and the myths of academia will make sure of that. And universities, while pooh-poohing ratings when they do badly, will continue to cast envious glances at those who do well, and to boast of any rise in their own ratings with a confidence that can only be founded on profound ignorance. ■

Graeme Decarie
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Labour Board Faults University of Manitoba

THE University of Manitoba violated provincial labour law and a collective agreement when it tried to remove coaching positions from the faculty union, a tribunal has ruled.

In a strongly-worded decision released last month, the Manitoba Labour Board found the university evaded the existing contract with the University of Manitoba Faculty Association when it imposed non-union contracts for six varsity coaches holding full-time instructor positions.

The board also ruled the university administration acted in contravention of sections of the province's Labour Relations Act, when it entered into private employment agreements directly with the unionized coaches and interfered with the exclusive bargaining agency of the union.

"This is a significant ruling by the Manitoba Labour Board," said Neil Tudiver, assistant executive director of CAUT. "It upholds the appropriateness of bargaining unit membership for a small category that isn't always included."

The labour dispute was fuelled by the university excluding UMFA from its decision to offer appointments under a new employment model and from a meeting between the administration and the coaches in December 2005.

The board heard that during the meeting, the coaches were told their continuing employment hinged on accepting appointments under the new model — without rank and out-



"The manner in which the university elected to implement its new employment model for coaches violated the Act and constituted an unfair labour practice... We agree with the position of UMFA that the university offered incentives and made threats to the coaches continued employment in order to encourage them to cease being members of the union," the board wrote.

UMFA president Brenda Austin-Smith said she was delighted "with the ruling and the detailed decisions that accompany it. At the same time, it's hard to express the depth of my outrage at the treatment of UMFA members by the administration."

According to the labour board report, the "university's actions in imposing the new non-union employ-

Winnipeg, MB: Administration Building — University of Manitoba.

ment model and denying academic rank based upon improper considerations were deliberate and calculated to effectively deny the [coaches] the ability to be UMFA members. Those actions had the effect of profoundly interfering with the administration of the union by eliminating positions from the bargaining unit in order to skirt the provisions of the collective agreement."

"It's heartening that the board pulls no punches, referring to the plan to strip UMFA members of academic rank and pull them out of the unit as a 'scheme,' something 'deliberate' and 'calculated' and that their tactics against our members were indeed 'threats,'" said Austin-Smith.

The report concludes that such actions "do not encourage healthy or stable bargaining relationships."

The university has asked the board to review its decision. ■

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

Disadvantage New Brunswick—Take Two

Commission Plans Get Failing Grade, Decision-Making Now in Hands of Working Group



By GREG ALLAIN

In my October column I looked at the main recommendation by New Brunswick's Commission on Post-Secondary Education to merge university campuses in Saint John, Edmundston and Shippagan with community colleges to form polytechnics, thus signaling the end of UNB Saint John and the two northern campuses of the Université de Moncton.

The commission's report, grandiosely titled "Advantage New Brunswick: A Province Reaches to Fulfill its Destiny" and released in September, ignited a storm of protest across the province, including two huge demonstrations in Saint John and a march to the provincial legislature in Fredericton. In Edmundston, more than 1,000 protesters descended on the Liberal Party's biennial convention last month to support the region's post-secondary education system.

These demonstrations, the likes of which New Brunswick hadn't seen in years, in addition to the many critical voices heard in the local and provincial media, seem to have finally caught the government's ear.

Post-secondary Education Minister Ed Doherty has responded by promising that northern New Brunswick and Saint John will always have a university presence (whatever that means) and the province has since put together a working group of the four university presidents and four of the 11 community college principals to develop concrete scenarios around this issue (whatever that means, too).

Although this is an interesting development, in the sense the report's recommendations may not be implemented literally (the word "polytechnics" seems to have disappeared from the scene lately), there are problems still with this approach.

First, students and academic staff are not represented and second, there seems to be no mention of any duty to consult. The "group of eight" could end up making deals with government officials behind closed doors and then we could all be presented with a fait accompli.

True, the presidents of the two universities most affected by the report — UNB and Moncton — have been vocal critics. Moncton's president Yvon Fontaine was quoted as saying the commission had "missed the point" in improving the province's post-secondary education system.

There are other issues with the report as well. Governance is one. The report asserts academic senates are slow, ineffective and inefficient and proposed to "reduce and streamline their composition and operation" by recommending they report to the board through the university president.

This sounds like an emasculating process to me... Definitely a big step back from our current bicameral collegial governance model and a giant one towards a corporate managerial model!

Then there is the student aid plan, which some student federations have enthusiastically embraced. The report proposes a \$7,000 debt limit per year, covered by a government loan, and suggests "any need above that would automatically become a grant or a bursary." If the report figures are correct in stating that the average student loan debt after four years is currently \$32,000, then the new cap would only reduce the debt load to \$28,000.

First, students should realize that financial need will be defined very narrowly and second, if this system for financial aid is implemented, students who complete a bachelor's degree program would still be saddled with an average debt

of \$28,000. We're talking about a lot of debt here!

These proposals don't represent a more effective means of making post-secondary education accessible to all students, especially since the report advocates deregulating tuition fees and eliminating existing grant and tax relief programs for students.

There are many other questionable recommendations in the commission's report, including a much broader credit transfer program between courses taught at the community colleges and those taught at the universities. It is noteworthy that, unlike colleges in most other provinces, New Brunswick's community colleges have narrow, trades-oriented programs.

The report suggests first-year and perhaps even second-year university courses should be completed in a community college. But, as Moncton's president remarked, "I don't think we need more capacity for entering students into universities. With shrinking demographics, New Brunswick's existing university campuses should be responsible for delivering university-level education."

If the commission's report was a student term paper, it would get a failing grade. There is no analysis of what the problems are and no data to back up the proposals.

UNB Saint John vice-president emeritus Thomas Condon has called the report "seriously flawed" and "confused and confusing," with a vision that "appears to be vague, blurry, highly theoretical and — in the absence of a business plan and a timetable and mechanism of transition — reckless."

The whole thrust seems to stem from the initial discussion paper the commission released last year, claiming there was a serious imbalance between university enrolment — deemed too high — and college enrolment — deemed too low.

In 2004-2005, the province's four universities had 20,300 full-time students, whereas in 2005-2006, the 11 community colleges had 5,400 full-time students. Excuse me, why was the question not asked about why this was so?

By all accounts there seems to be a shortage of skilled tradespeople, so why is it that young people aren't flocking to community colleges? If the problem is at that level, why keep claiming the post-secondary education system overall is at fault?

Of course, better communication and cooperation between colleges and universities should be encouraged and supported. Actually, a lot is already happening. But why not try to fix the problem where the problem is? Are the community college programs and courses as relevant and up-to-date as they could be? Are the apprenticeship programs working well? Is there an image problem? Despite generally decent salaries, maybe young people from working-class families just don't want to end up in jobs their parents held.

Additionally, why not make the colleges autonomous, like the universities? In New Brunswick, community colleges are a branch of the provincial government and teachers by and large are civil servants.

The issues raised are complex and they deserved a much more in-depth analysis than the report provided. Modern society is complicated and changing and requires a much higher level of schooling, whether it be in vocational centres or universities. The whole system needs to be much better funded and student accessibility should be a top priority, since today's students are tomorrow's leaders.

Somewhat, these basic principles were overlooked in the 60 glossy pages of a final report from a commission reportedly costing \$13 million of taxpayers' money. Here's hoping the "group of eight" gets it right, but let's keep close track of this story.

Next month, back to CAUT on the international scene. Stay tuned! ■

... if this system for financial aid is implemented, students who complete a bachelor's degree program would still be saddled with an average debt of \$28,000.

LE MOT DU PRÉSIDENT

Désavantage Nouveau-Brunswick, Prise Deux

Les recommandations de la Commission méritent la note « Échec » ... Tout dépend maintenant du Groupe de travail.

Par GREG ALLAIN

DANS ma chronique du mois d'octobre j'ai examiné la recommandation principale de la Commission du Nouveau-Brunswick sur l'enseignement postsecondaire proposant de fusionner les campus universitaires à Saint-Jean, Edmundston et Shippagan avec les collèges communautaires de ces régions pour y former des polytechniques, mettant ainsi fin à UNB Saint-Jean et aux deux campus du Nord de l'Université de Moncton.

Le rapport de la Commission, rendu public en septembre et intitulé de façon grandiloquente « Avantage Nouveau-Brunswick : une province cherche à accomplir sa destinée », a provoqué une tempête de protestations à travers la province, y compris deux grosses manifestations à Saint-Jean et une marche jusqu'à l'Assemblée législative à Fredericton. À Edmundston, plus de 1 000 manifestants ont scandé des slogans pour le maintien du système d'enseignement postsecondaire devant l'hôtel où se tenait la ren-

contre biannuelle du Parti libéral provincial.

Toutes ces manifestations, dont le Nouveau-Brunswick n'avait pas connu d'équivalent depuis bien des années, ajoutées aux nombreuses voix critiques entendues dans les médias locaux et provinciaux, semblent avoir enfin capté l'attention du gouvernement.

Le ministre de l'enseignement postsecondaire, Ed Doherty, affirmait récemment qu'il y aurait toujours une présence universitaire dans le Nord du Nouveau-Brunswick et à Saint-Jean (c'est là une formulation vague et équivoque), et la province a depuis mis sur pied un Groupe de travail composé des recteurs des quatre universités et de quatre des onze directeurs des collèges communautaires afin de développer des scénarios concrets autour de ces questions (encore des projets plutôt évasifs!)

Même s'il s'agit là de développements intéressants, au sens où les recommandations du Rapport pourraient ne pas être appliquées à la lettre (l'expression de polytechniques semble être disparue dernièrement),

l'approche proposée présente encore plusieurs problèmes.

D'abord, ni les étudiants ni les professeurs ne figurent dans le Groupe de travail, et ensuite, celui-ci ne semble avoir aucun mandat de mener des consultations. Le « Groupe de huit » pourrait bien en arriver à des ententes avec les responsables gouvernementaux derrière des portes closes et nous serions alors tous placés devant un fait accompli.

Il est vrai que les recteurs des deux universités les plus touchées par le Rapport — la University of New Brunswick et l'Université de Moncton — ont été très critiques de celui-ci. Le recteur de l'Université de Moncton, Yvon Fontaine, a déclaré que la Commission avait « manqué le bateau » en ce qui a trait à l'amélioration du système d'enseignement postsecondaire de la province.

Il y a aussi d'autres problèmes. L'un de ceux-ci est la gouvernance. Le Rapport considère les Sénats académiques comme lents et inefficaces, et propose « de réduire et de rationaliser leur composition et leur fonction-

nement », en recommandant qu'ils rendent des comptes au Conseil des gouverneurs par la voix du recteur.

Ceci m'apparaît comme un processus d'émasculation... Il s'agirait d'un grand pas en arrière, par rapport au modèle collégial bicaméral de gouvernance que nous avons maintenant, et un pas significatif en direction du modèle de gestion hérité du monde des affaires!

De plus, il y a le plan d'aide financière aux étudiants, que certaines fédérations d'étudiants ont accueilli avec enthousiasme. Le Rapport recommande un plafond d'endettement de 7 000 \$ par an, qui serait financé par un prêt gouvernemental, et ajoute que « tout besoin au-delà de ce plafond deviendrait une bourse automatiquement ». Si les chiffres du rapport sont justes, à l'effet que l'endettement étudiant moyen après quatre années d'études est présentement de 32 000 \$, alors le nouveau plafond ne réduirait l'endettement



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ACTUALITÉS

Étude : le stress, un sérieux problème pour le personnel académique

SELON une nouvelle étude publiée le mois dernier par l'ACPPU, le niveau général de stress chez le personnel académique des universités canadiennes est très élevé. Les conclusions de l'étude coïncident avec celles d'études semblables sur le stress chez les professeurs au Royaume-Uni et en Australie.

« Comme il fallait s'y attendre, les résultats de l'étude révèlent que les membres du corps universitaire canadien, comme leurs collègues du Royaume-Uni et de l'Australie, souffrent de stress professionnel qui a pour conséquence de diminuer la satisfaction au travail, d'abaisser le moral et d'augmenter les problèmes de santé », a déclaré Vic Catano, de l'Université Saint Mary's, l'un des principaux chercheurs de l'étude.

« L'incidence du stress varie selon les différents groupes, mais les personnes les plus stressées sont généralement les professeurs qui occupent un poste menant à la permanence et qui doivent concilier les obligations professionnelles et familiales », a-t-il affirmé. « Nos données montrent que les associations de personnel académique doivent tenir compte du stress professionnel lorsqu'elles négocient avec leurs employeurs des conditions de travail pouvant alléger la pression exercée sur les employés. »

Bien que l'étude décrive de façon générale les membres du personnel académique comme

étant satisfaits de leur emploi et passionnément attachés à leur établissement d'enseignement, M. Catano a indiqué qu'une minorité non négligeable de répondants ont signalé une fréquence relativement élevée de symptômes physiques et psychologiques liés au stress et la prise de médicaments contre le stress au cours des douze derniers mois.

L'étude a été menée par Vic Catano et Lori Francis de l'Université Saint Mary's et par Ted Haines, Haresh Kirpalani, Harry Shannon et Bernadette Stringer du programme de santé au travail et de médecine de l'environnement de l'Université McMaster. Les chercheurs ont bénéficié de l'aide de Laura Lozanski, agente de la santé et de la sécurité au travail de l'ACPPU. Des membres du personnel de 56 universités canadiennes ont été choisis au hasard pour participer à l'étude.

Les conclusions sont publiées en ligne sur le site www.acppu.ca et sont communiquées à toutes les associations de personnel académique et à toutes les universités du Canada. Une étude semblable portant sur le stress dans les collèges a été entreprise cet automne. ■

Traduit de l'article « Stress a Major Problem » (Bulletin de l'ACPPU, octobre 2007).

Acadia Settles

From PAGE A1

of a dental plan for all full-time and continuing members.

There is funding for daycare, at a minimum of \$75,000 in year two and \$100,000 in year three, to pay for new spaces with existing providers and to subsidize the cost of using the spaces for university employees and students.

Academic freedom has become much stronger and includes a commitment to "scrup-

ulously adhere to and protect these principles against threats from inside and outside the university."

Language on librarians' complement and job security for long-term contract academic staff are now written into the agreement.

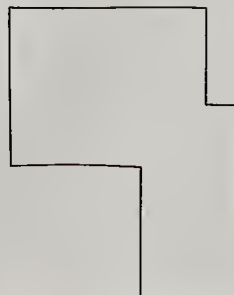
"These historic achievements are a mark of our members' remarkable solidarity and commitment to equity," Williams said in summarizing the contract. "This strike demonstrates what can be accomplished when union members stand together." ■

HOMEWORK!

Splitting a Field into Two

A field has this shape:

Find dimensions of the field that would allow it to be partitioned into two subfields, each exactly the same size and shape as the other.



Homework! comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A6.

COMMENTARY TRIBUNE LIBRE

Supreme Court Boldly Affirms Labour Rights

By MICHAEL LYNN

This past June, the Supreme Court of Canada did something that it rarely does: expressly overrule one of its judicial precedents, acknowledge that its prior analysis was wrong, and begin to rebuild its legal foundations anew. Such a volte-face by the court is even rarer for cases under the Charter of Rights and Freedoms. Yet all of this happened in B.C. Health Services.¹

In its path-breaking decision, the Court ruled the British Columbia government had breached the Charter rights of healthcare and social service employees when it invalidated a range of substantial workplace protections won by their unions during previous rounds of collective bargaining. With the decision, the Court reversed 20 years of Charter jurisprudence on workplace associational rights and set the Constitution on a new course.

The judgement in B.C. Health Services came as an enormous surprise to most Charter watchers. In 1987, the Supreme Court had issued its famous "labour trilogy" decisions, where it stated, with arid and unimaginative reasoning, that legislative restrictions on collective bargaining and legal strikes did not offend the freedom of association guarantee — Section 2(d) — of the Charter. Other decisions followed in the 1990s, which only confirmed the Court's lifeless approach to Section 2(d).

But beginning in 2001, trade unions won unexpected Charter victories in cases involving mandatory union membership (Advanced Coring and Cutting), associational rights of agricultural workers (Dunmore) and secondary picketing (Pepsi-Cola). While the Court maintained these decisions were consistent with its labour trilogy precedents, its reasoning was strained and unconvincing. Thus, when the Charter challenge in B.C. Health Services was making its way through the courts, most labour lawyers and legal academics expected more of the Supreme Court's quarter-loaf approach to associational rights in the workplace.

The Background

In 2002, in the midst of official government concerns over the level of public healthcare spending, the British Columbia government enacted the Health and Social Services Delivery Improvement Act (Bill 29). Passed three days after it received first reading, Bill 29's stated goals were to reduce healthcare costs and improve delivery of health services. Its actual impact was to substantially erode many important bargaining rights acquired by healthcare and social service employees in prior collective agreements. When enacting Bill 29, the B.C. government conducted no meaningful negotiations or consultations with the affected unions.

Bill 29 introduced three significant changes to the collective agreement landscape of B.C. healthcare and social service employees. First, it substantially weakened their employment security rights in a range of areas, including job transfers, contracting-out, the status of employees under contracting-out arrangements, job security programs and layoff and bumping rights. Second, Bill 29 precluded bargaining on a number of these issues in future collective agreements. And third, it freed the hands of healthcare employers to unilaterally reorganize work relations with their employees without the previously-bargained requirements of consultation and notice. In the words of the Supreme Court, these changes "had profound effects on the employees and their ability to negotiate matters of great concern to them."



Several of the unions affected by Bill 29 launched a Charter challenge, but lost before the B.C. Supreme Court and the Court of Appeal. Both courts relied on the Supreme Court of Canada's prevailing caselaw to find that no associational rights had been violated.

The SCC Ruling

The Four Foundations of Freedom of Association in the Canadian Workplace

The Supreme Court of Canada, in a 6-1 ruling, allowed the appeal and struck down parts of the B.C. legislation. The coauthors of the ruling — Chief Justice Beverley McLachlin and Justice Louis LeBel — laid out four detailed propositions for endorsing a broader, and bolder, approach to Section 2(d):

- The prevailing Section 2(d) caselaw is constitutionally unsupportable. The premise of the Supreme Court's rulings in the 1987 labour trilogy was that associational rights were those exercisable only by individuals, which meant that strikes, collective bargaining and the formation of unions — fundamentally collective activities — enjoyed no Charter protection. In B.C. Health Services, the Court finally acknowledged that this stance was untenable, and endorsed the collective content of associational rights.
- Collective bargaining is an associational right under the Charter. The Court conducted an enlightened review of the his-

tory of trade unions and labour law in Canada. It expressly noted that employees acquired formal recognition only when they "used the economic weapon of strikes to gradually force employers to recognize unions and to bargain collectively with them." The Court continued: "Historically, [collective bargaining] emerges as the most significant collective activity through which freedom of association is expressed in the labour context."

- International human rights and labour law protects collective bargaining as part of freedom of association. The Court placed considerable weight on international conventions and instruments Canada has signed, which expansively protect freedom of association and collective bargaining. These documents include the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights and the International Labour Organization's Convention No. 87 (Concerning Freedom of Association), all of which "provide a persuasive source for interpreting the scope of the Charter," said the Court.
- Charter values support the inclusion of collective bargaining in Section 2(d). B.C. Health Services ruled that collective bargaining is intimately tied up with core Charter values, such as human dignity, equality, liberty, workplace democracy and the autonomy of workers, because they enable employees to assert an effective voice in the workplace.

The Right to Collective Bargaining: What does it Entail?

Having established that collective bargaining deserves Charter protection, the Court then turned to assessing what the scope and content of this newly-incorporated right would be. The Charter, noted the Court, is designed to protect individuals and designated groups against infringement of their rights by the state. Accordingly, "the constitutional right to collective bargaining concerns the protection of the ability of workers to engage in associational activities, and their capacity to act in common to reach shared goals related to workplace issues and terms of employment."

The Court found the Charter provides a broad protection for the right to collectively bargain. Section 2(d) guarantees that workers possess the rights to band together, to collectively present demands to their employers and to engage in dialogue with them to achieve their work-related goals. The associational guarantee also imposes two important constitutional obligations on governments. First, government as employers must agree to meet with unions and bargain in good faith "in pursuit of a common goal of peaceful and productive accommodation." And second, governments must not enact legislation that "substantially interferes" with the ability of a trade union to collectively bargain over workplace issues.

"Substantial interference" is a high bar for unions to establish. The Court defined the term as any attempt to seriously undermine the activity of workers joining together to negotiate improved working conditions. Each case is fact-specific and contextual. For the Court, two factors are important. First, what is "the importance of the matter to the process of collective bargaining?" And second, what is "the impact upon the collective right to good faith negotiations and consultations?" Thus, acts of bad faith, laws and state actions which inhibit or deny meaningful consultation about working conditions, and statutes which unilaterally renounce significant negotiated terms in existing collective agreements, would — according to the Court — likely amount to "substantial interference."

Applying the New Section 2(d) Principles to Bill 29

Armed with these expanded constitutional tools, the Court turned to scrutinizing the impugned provisions of Bill 29. Some of the challenged sections of the Act, which made relatively minor modifications to working conditions, such as the transfer and reassignment of employees, survived the constitutional review, but Bill 29's more serious intrusions into existing collective agreements rights were constitutionally fatal. The legislative removal of bargained rights on layoffs, contracting out and bumping and the prohibition against bargaining in the future over these issues, dealt with matters "central to the freedom of association," said the Court.

Under Charter analysis, if a plaintiff establishes that a government breached a fundamental right, then the government has the onus under Section 1 to prove that the breach was nevertheless justified as per the values of a "free and democratic society."

The Court ruled that the B.C. government failed to prove the necessary justification for the breach. It stated: "The records disclose no consideration by the government of whether it could reach its goal by less intrusive measures, and virtually no consultation with the unions . . . [Bill 29] was adopted with full knowledge that the

COMMENTARY TRIBUNE LIBRE

The Value of an Academic Women's Association

By HEIDI JULIEN

DURING the 2006-2007 academic year, it was my pleasure and honour to serve as president of the University of Alberta Academic Women's Association (AWA). Established more than 30 years ago, the founding of AWA is recorded on its website www.ualberta.ca/~awa/index.htm.

How did AWA come to be? The following excerpt is from an October 1975 article in Folio (the University of Alberta newspaper) and provides a brief account of the history of AWA:

"Two years ago a nonassociation began. A handful of female faculty who knew each other but knew few beyond their small circle decided that it was time for women on academic staff at this University to become acquainted. So the first of many regular dinner meetings was organized, with a small program in which specific items of interest to academic women were raised . . .

"The meetings continued, usually one each month, for two years, with no executive, no organization, no fixed plans. The group, fifty to sixty in number, comprised women of all ages, disciplines, and points of view. Although it rejected at its third meeting the idea of a formal name (probably because one or two preposterous acronyms were suggested), the name 'Academic



Women's Association' just grew.

"The Institute of Law Research and Reform requested that the 'association' make submissions on the questions of matrimonial property and matrimonial support, and submissions were also made on such matters as daycare, all of which was agreed on by a group consensus rather than a formal vote . . .

"But by the time of the conference, 'The Economics of Sex Roles,' (spring 1975) the little nonassociation had already decided to formalize itself. Possibly the group had been evolving towards a formal organization, or perhaps it was precipitated by the tabling of the report of the Senate Task Force on the Status of Women ten days previously. On March 31,

after the task force report and its recommendations were discussed, the group decided, literally and spontaneously as a group, that it was time to organize, if organization was what was needed to see that the report and its recommendations were not to be conveniently buried in the well-known tangle of campus communities . . .

Although it may seem unbelievable that a task force on the status of women that reported in 1975 was struck to explore issues that continue to be urgent today, more than three decades later AWA continues to find a relevant role on campus. AWA focuses on campus advocacy, networking and nurturing, by providing a forum for advocacy to improve the status and conditions for women on

campus, and opportunities for networking and nurturing among women from different disciplines and at different levels of their academic careers.

In order to achieve these objectives, AWA seeks:

- to solicit, research, assess and act on issues that relate to academic women;
- to plan and implement educational and policy interventions to address relevant issues;
- to support and mentor undergraduate and graduate female students;
- to provide networking and support opportunities for academic women;
- to celebrate and honour the efforts of women who have created a dynamic and caring scholarly community;
- to provide student scholarships;
- to support university daycare programs; and
- to organize informative programming activities.

As a naïve young doctoral student, I once held the notion that academia was one of (perhaps the?) only meritocracies left. A decade of experience in academia has disabused me of that idea, but the extent of the challenges remaining is remarkable.

That includes people of colour, people with disabilities, and other marginalized groups. Their struggles continue to be significantly more challenging than

the struggle of women in general. Yes, women have come a long way. Women are predominant by number in post-secondary education programs in general and women are an increasing proportion (though still a minority) of the professoriate. Yet female and male academics continue to be paid differentially and men predominate in the upper academic ranks. The most recent Canadian Federation for the Humanities and Social Sciences Feminist and Equity Audits (www.fedcan.ca/english/issues/whatsnew/) tell us that in Canada in 2003 more women than men earned Bachelor's and Master's degrees, but we received only 42 per cent of PhDs overall. Our PhD enrolment also varied by discipline, ranging from a low of 19 per cent in engineering and architecture, to 70 per cent in education. We represent 32 per cent of university teachers in Canada, but 47 per cent of all occupations. Those of us who are also visible minorities constitute only 3 per cent of university teachers, and earn 55 per cent of the average employment income earned by non-visible minority men. The salary gender gap in 2002-2003 for faculty across all subject areas was 13 per cent. In November 2005, women held only 21 per cent of all Canada Research Chairs. And, of course, women

See VALUE page A12

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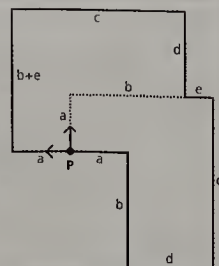
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Answer to Homework!

From page A4. A possible way of partitioning the field is shown. Starting at the point P and proceeding in the direction of the arrows, we can trace along the corresponding segments of the two subfields. The measurements indicated must satisfy $a + d = b + e$ and $a + b = c$. We can partition the field when $(a, b, c, d, e) = (2, 4, 6, 3, 1)$.



NEWS ACTUALITÉS

Désavantage Nouveau-Brunswick

Suite de la PAGE A3

moyen qu'à 28 000 \$. Les étudiants devront réaliser que les besoins financiers seront définis de façon très étroite, et que si le système proposé est mis en vigueur, les étudiants complétant un baccalauréat devront encore en moyenne 28 000 \$, ce qui représente un taux très élevé d'endettement!

Ces recommandations ne représentent pas une solution efficace pour améliorer l'accessibilité à l'enseignement postsecondaire pour l'ensemble des étudiants, d'autant plus que le rapport propose de déréglémenter les frais de scolarité et d'éliminer les programmes existants de bourses et de crédits d'impôt.

Il y a beaucoup d'autres recommandations discutables dans le Rapport, comme celle d'un programme très élargi de transferts de crédits pour la reconnaissance des cours offerts dans les collèges communautaires comme étant des cours de niveau universitaire. Fait à noter, à la différence des collèges dans la plupart des autres provinces, les collèges communautaires du Nouveau-Brunswick ont une orientation très technique fondée sur l'apprentissage des métiers.

Le rapport suggère également que les cours universitaires de première et même de deuxième année soient offerts dans les collèges communautaires. Mais comme le recteur Fontaine le fait remarquer, « Je ne crois pas que nous ayons besoin de plus de capacité pour faire entrer les étudiants à l'université. Avec le déclin démographique, les campus universitaires existants devraient être responsables d'enseigner les cours de niveau universitaire ».

Si le rapport de la Commission était un projet de recherche étudiant, il obtiendrait la note « Échec ». On n'y trouve pas d'analyse de ce que sont les problèmes, ni de données pour appuyer les recommandations.

Le vice-recteur émérite de UNB Saint-Jean, Thomas Condon, a qualifié le rapport de « très brouillon, confus et déroutant », dont la vision « semble vague, floue, très théorique et — en l'absence d'un plan d'affaires, d'un échéancier et d'un mécanisme de transition — irréaliste et téméraire ».

Toute l'argumentation du rapport paraît fondée sur un déséquilibre noté au début de l'année dans la Commission, entre un nombre trop élevé d'inscriptions au niveau universitaire et un nombre trop bas dans les collèges.

En 2004-2005, les quatre universités de la province comptaient

20 300 étudiants à temps plein, alors qu'en 2005-2006, les onze collèges communautaires ne comptaient que 5 400 étudiants à plein temps. Je m'excuse, mais pourquoi n'a-t-on pas posé la question des raisons derrière cet écart?

Oui, tout le monde s'entend qu'il y a une pénurie de travailleurs de métiers spécialisés, alors pourquoi les jeunes ne se précipitent-ils pas dans les programmes offerts dans les collèges communautaires? Si le problème se situe à ce niveau, pourquoi affirmer que c'est l'ensemble du système d'enseignement postsecondaire qui est en cause?

Bien sûr, on peut souhaiter une collaboration et des communications accrues entre les deux types d'institutions : de telles initiatives doivent être encouragées et appuyées. Mais en fait, il y en a passablement déjà. Pourquoi ne pas essayer de régler le problème à la source? Les programmes et les cours des collèges communautaires sont-ils aussi pertinents et à jour que possible? Les programmes d'apprentissage fonctionnent-ils bien? Y a-t-il un problème d'image? En dépit de salaires généralement élevés pour les gens de métiers, se peut-il que les jeunes de classe ouvrière ne tiennent pas à aborder dans les mêmes occupations que leurs parents?

Ensuite, pourquoi ne pas rendre les collèges autonomes, comme le sont les universités? Au Nouveau-Brunswick, les collèges font partie de l'appareil gouvernemental, et les enseignants sont à toutes fins pratiques des fonctionnaires.

Les questions soulevées sont complexes et mériteraient une analyse beaucoup plus en profondeur que ce que le rapport a fourni. La société d'aujourd'hui est complexe et en mutation et requiert un niveau de scolarité beaucoup plus élevé qu'auparavant, que ce soit dans les collèges communautaires ou dans les universités. L'ensemble du système doit être mieux financé et l'accessibilité pour les étudiants devrait être une grande priorité, puisque les étudiants d'aujourd'hui sont les leaders de demain.

Étrangement, ces principes de base ne paraissent pas avoir été pris en compte dans le rapport final de 60 pages de la Commission, qui a coûté aux contribuables de la province, dit-on, la jolie somme de 13 millions de dollars... Espérons que le « Groupe des huit » trouve les bonnes solutions, mais continuons d'être vigilants et de suivre l'affaire de près!

Le mois prochain, nous reviendrons à la présence de l'ACPPU sur la scène internationale. Restez à l'écoute! ■

Fin de la grève à Acadia, les parties signent une entente historique



Les cours ont repris normalement, ce mois-ci, à l'Université Acadia où les membres du syndicat du personnel académique (AUFA) ont mis fin, le 5 novembre, à leur grève de trois semaines.

Le 6 novembre, les membres de l'AUFU ont accepté un contrat de travail de trois ans qui non seulement rapproche leur rémunération des moyennes nationales mais aussi qui prévoit des dispositions sans précédent en matière de parité salariale.

Selon le négociateur en chef de l'AUFU, Jim Sacouman, l'association « a négocié un nouveau contrat qui permettra d'instaurer à Acadia un milieu de travail davantage empreint d'équité et d'améliorer sensiblement les conditions de nos membres les plus désavantagés ».

S'appuyant sur le précédent établi en 2006 par la décision Winkler dans l'affaire concernant l'Université de Toronto, les deux équipes de négociation ont convenu, informe M. Sacouman, que les salaires offerts au personnel académique d'Acadia devaient être à la mesure de la réputation de l'établissement et soutenir la concurrence dans son marché respectif.

Le président de l'AUFU, Peter Williams, a souligné l'importance d'être profondément renseigné sur les priorités de l'université, tant passées qu'actuelles. « Nous avons d'abord examiné les priorités de l'établissement en menant une analyse longitudinale des dépenses. Puis nous avons comparé les résultats obtenus avec les priorités définies dans des universités comparables. Les données que l'ACPPU nous a fournies ont joué un rôle important dans les négociations. »

Le point central de l'accord réside dans la mise en place d'une structure salariale intégrée et plus équitable qui rétrécit les écarts entre les divers rangs et catégories du corps universitaire, qui comporte des échelons égaux pour

tous et beaucoup moins nombreux, et qui relève considérablement les niveaux de rémunération planchers.

La rémunération des professeurs à temps partiel est maintenant ancrée à 10 % du niveau plancher des chargés de cours, et le taux de salaire initial s'établira à 5 400 \$ pour chaque cours de trois heures à compter du 1^{er} juillet 2009, avec un maximum de 5 600 \$ basé sur l'ancienneté. Les membres du personnel à temps partiel bénéficieront de meilleurs

Les membres de l'AUFU défilent en silence pour dénoncer les promesses brisées par l'employeur.

renouvellement des contrats, la permanence et l'avancement s'inscrivent maintenant — dans la sphère de compétence directe des comités de départements et dans un cadre de transparence et de responsabilisation accrues.

Un nouveau comité mixte de l'équité en matière d'emploi sera chargé de repérer les obstacles discriminatoires à l'emploi.

Au chapitre du programme des soins de santé, un gain important a été réalisé grâce à l'établissement d'un régime de soins dentaires pour tous les membres à temps plein et permanents.

L'aide financière prévue pour les services de garderie — un minimum de 75 000 \$ au cours de la deuxième année de la convention et de 100 000 \$ au cours de la troisième année — permettra de créer de nouvelles places chez les fournisseurs actuels et servira à financer le coût des places de garderie mises à la disposition des employés et des étudiants de l'université.

Les dispositions relatives à la liberté académique sont largement renforcées et incluent un engagement « à respecter scrupuleusement ses principes et à les défendre contre toute atteinte qui peut leur être portée de l'intérieur comme de l'extérieur de l'université ».

La convention comporte maintenant des dispositions expresses sur l'effectif des bibliothécaires et sur la sécurité d'emploi pour le personnel académique contractuel à long terme.

« Ces avancées historiques sont le fruit de la remarquable solidarité de nos membres et de leur ferme engagement envers l'équité », a résumé M. Williams. « Notre mouvement de grève a fait la preuve de la puissance d'accomplissement collective des membres d'une association syndicale. » ■

L'AUFU « a négocié un nouveau contrat qui permettra d'instaurer à Acadia un milieu de travail davantage empreint d'équité et d'améliorer sensiblement les conditions de nos membres les plus désavantagés »

privileges d'accès aux ordinateurs, aux services bibliothécaires et aux services de messagerie électronique. Ils pourront aussi avoir pleinement accès aux procédures de règlement des griefs et d'arbitrage au même titre que leurs collègues à temps plein.

Les salaires des bibliothécaires, qui figuraient parmi les plus bas au Canada, ont été fortement majorés.

Les chargés de cours auront dorénavant droit à un nouveau demi-congé sabbatique après six ans de service ainsi qu'à la parité avec les professeurs et les bibliothécaires pour ce qui est des comptes de perfectionnement professionnel, soit 1 800 \$ à compter de la troisième année de la convention.

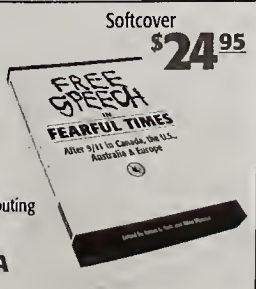
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Une commission créée pour examiner les pratiques de Quest University



L'ACPPU a créé une commission composée de deux personnes en vue de déterminer si la nouvelle université privée Quest University Canada, en Colombie-Britannique, possède les caractéristiques essentielles d'une véritable université.

Selon le site web de cet établissement d'enseignement dirigé par l'ex-recteur de l'Université de la Colombie-Britannique, David Strangway, Quest est une « université d'élite spécialisée en sciences et en arts libéraux qui dépasse le cadre des disciplines d'enseignement et transcende les frontières géographiques dans sa quête de savoir et de compréhension du monde ». Son campus, situé à Squamish, à une heure de route au nord de Vancouver, a accueilli en septembre les 160 premiers étudiants inscrits au programme d'arts libéraux. Les frais de scolarité s'y élèvent à 24 000 \$, auxquels s'ajoutent des frais de gîte et couvert de 11 000 \$.

Comme elle le fait pour toute nouvelle université, l'ACPPU veut vérifier si la structure de gouvernance de Quest est adéquate, de même que les mesures mises en

place pour y promouvoir la liberté académique. Les deux commissaires analyseront donc ses politiques et pratiques, et présenteront leur rapport au Conseil de l'ACPPU. Ces commissaires sont William Bruneau et Bill Graham, des professeurs à la retraite depuis peu qui enseignaient respectivement à l'Université de la Colombie-Britannique et à l'Université de Toronto.

Les commissaires vérifieront si Quest dispose d'une instance supérieure dotée de pouvoirs décisionnels en matière d'enseignement comparables aux pouvoirs normalement conférés à un conseil d'université. Si oui, ils détermineront si la structure et le mandat de cette instance supérieure font en sorte que celle-ci ne relève aucunement de l'administration, et s'il est prévu qu'elle doit être majoritairement constituée de membres du corps universitaire n'occupant pas de fonctions administratives.

Il sera aussi intéressant de voir l'importance qu'accorde Quest à la liberté académique et de vérifier si on y a adopté des politiques pour la protéger de même qu'un système de permanence des emplois — y compris des procé-

Le campus de Quest University Canada — encore en chantier — a accueilli ses premiers étudiants en septembre 2007.

dures appropriées d'évaluation par des pairs relativement à toutes les décisions qui concernent l'embauche, les promotions ainsi que la permanence d'emploi.

Les commissaires vérifieront finalement si l'établissement des programmes d'étude, la création et l'amélioration de la bibliothèque ainsi que l'évaluation de l'enseignement relèvent d'instances constituées de membres du corps universitaire.

Les commissaires espèrent terminer leur mandat cet automne.

Quest University Canada a obtenu son statut d'université affiliée en décembre 2005 auprès de l'American Academy for Liberal Education, de même que l'approbation, en septembre 2006, du Degree Quality Assessment Board de la Colombie-Britannique. ■

Traduit de l'article « Commission Examines Quest University Practices » (Bulletin de l'ACPPU, octobre 2007).

Prescription

ESF From PAGE A13

She asks that the U.S. Food and Drug Administration be made wholly and truly independent of the pharmaceutical industry and a new institute be built to oversee clinical testing of drugs. She calls for intensified competition between drug companies (and thus an end to monopolies). She wants Big Pharma out of medical "education." She calls for complete transparency in drug company budgets, so that it will be easy to see how much "research" is actually marketing in disguise. She claims it is possible for the industry to become an engine of innovation. She hopes health insurance companies and state health departments can organize their drug purchasing to push down prices. (By the way, she makes the error of saying that Canadian medicare pays for all drugs prescribed in this country. But Angell's half-dozen or so factual errors are small and inconsequential, so we may return to her broad argument.)

Based on the facts and argument Angell herself gives us, one would think she would want the education of doctors in Canadian and American universities to discourage future MDs from seeing their work as a business. She should want to ensure young MDs don't confuse control of their workplaces with the public interest. She would want them to refuse to allow the drug industry to play opportunistic roles in their training and continuing education — even if that is the traditional way of things. At the end of their MD programs, undergraduate meds should surely be ruthless critics of the social and business practices and of the science practised at Glaxo-Smith-Kline et al.

Provinces and states should consider more than just the management of demand for drugs. Surely they should go on to contemplate a direct investment in the manufacture of prescription drugs. Angell says she wants com-

petition. All right, then why not make the state a competitor, a direct competitor in the "business" of health?

Angell underestimates the degree to which pharmaceutical R&D has become a hydra-like beast, a single entity with many closely related parts. Those retail visits to MDs are tied to the system that is the modern pharmaceutical industry. The reform of one part of the entity will never be enough. Some people say we are a prescription-drug-addled society. Well, then, surely the appropriate response involves education and reform in schools, prisons, hospitals, community centres and elsewhere.

For part of the truth about the drug companies, you might want to read Angell's work. But to Angell, I say, revise and take courage: the beast should be tamed and can be tamed. Why not show us how to do the job thoroughly and quickly? ■

1. Figures taken from Government of Canada web site and from GlobalSecurity.org, the latter statistic accessed 2007 September 12.

2. Alan Cassels, "Prescription for a Drug Disaster," Common Ground, 193 (2007 August): 16-17, 34.

3. Sergio Sismondo, "Ghost Management: How Much of the Medical Literature is Shaped Behind the Scenes by the Pharmaceutical Industry?" PLoS [Public Library of Science] Medicine, 4, 9 (September 2007): 1429-1433 [accessed 2007 September 27 at <http://medicine.plosjournals.org/perseus/?request=get-document&doi=10.1371/journal.pmed.0040286&ct=1>]. Sismondo's quotation comes from a New York Times report of 2005 April 24 by Alex Berenson; Berenson interviewed Jeffrey Liss personally.

4. Sismondo, loc. cit., 1429, 1431.

William Bruneau is professor emeritus at the University of British Columbia and a member of CAUT's Academic Freedom and Tenure Committee.

Tuition Freeze & Reduction in Saskatchewan Report

A NEW report prepared by Advanced Education Minister Warren McCall says the Saskatchewan government should cut undergraduate tuition fees by \$1,000 and extend a tuition freeze to make post-secondary education more accessible at the University of Saskatchewan and the University of Regina.

The proposals are among 51 recommendations in the long-awaited review of the province's post-secondary system.

In his letter of submission to Saskatchewan Premier Lorne Calvert, McCall said Saskatchewan leads the nation in per capita investment in post-secondary education.

That is a "strong base for a system that can be even stronger," wrote McCall. "I believe my recommendations will significantly improve the delivery of post-secondary education while strengthening the reputation for excellence that our institutions have earned."

Top priorities emphasized in

the report include:

- Freezing tuition overall, with a \$1,000 reduction in undergraduate studies tuition
- Expanding training opportunities through specialized centres, distance learning and with mobile training labs
- Establishment of a "matched" scholarship fund, teaming government resources with private donations to institution endowment funds
- Early intervention, in co-operation with school divisions, of at-risk grades 9 – 11 students, with incentives to encourage participation in post-secondary education
- Seamless credit transfers to ease student mobility
- Increasing loan limits, while connecting students to work through workplace-based work-study opportunities. ■

The review report is available online at www.aee.gov.sk.ca/aar/.

UMFA Ratifies Three-Year Deal

THE University of Manitoba's tentative contract with the faculty association has been ratified by rank-and-file members. The university reached the agreement with UMFA Oct. 15 following a protracted period of bargaining, conciliation and mediation.

The new contract that was negotiated just ahead of a strike deadline will be in place for three years (April 1, 2007 – March 30, 2010) and provides UMFA members with annual salary increases of 2.5, 2.5 and 2.9 per cent plus a \$500 base salary increase for all members in each year of the contract.

Health benefits levels were also improved as a result of the new contract, including topped up parental leave of 16 weeks in year

one, 17 weeks in year two and 18 weeks in year three.

The settlement also calls for new dedicated research time for academic librarians of 12 working days in each academic year and pension is now protected with language that prohibits the administration from making changes in pension contributions without UMFA's consent.

Other significant provisions in the settlement include substantial agreement on elements of a new intellectual property article (final definitions, wording and formatting of the article are referred to final and binding interest arbitration), new language that obligates the administration to implement a reasonable workload adjustment when gender balance requirements mean

that some academics have to assume increased service duties, and a requirement that an anomalies fund is maintained with \$100,000 allocated in each year of the contract.

"The deal is a satisfactory one for our members," said UMFA president Brenda Austin-Smith. "The settlement establishes a 'middle ground' and a way forward — it will allow time and opportunity for both the association and the administration to move away from the confrontation of an industrial dispute and hopefully engage constructively in the next round of bargaining."

The university is currently engaged in the process of selecting a new president. ■

NEWS ACTUALITÉS

Supreme Court

From PAGE A5

unions were strongly opposed to many of its provisions, and without consideration of alternative ways to achieve the government's objectives."

Brave New World of Work?

New doors for the protection of workplace rights have been opened by B.C. Health Services. The unrestricted authority of governments to legislate as they please in labour relations has, for the first time, been constitutionally tempered. In future cases, Canadian unions will be asking the courts to extend the coverage of B.C. Health Services to the right to strike and the right to join trade unions. RCMP officers and Ontario agricultural workers — who are both expressly excluded from labour legislation — launched separate Charter challenges several years ago for the right to form and join trade unions. Their legal prospects, dim when they initiated their legal actions, have improved significantly with the Supreme Court's ruling.

As with any Supreme Court decision, Charter watchers must avoid the temptations of irrational exuberance. B.C. Health Services is not the panacea to the declining rate of unionization in Canada. Nor is it the magic bullet to challenge every instance of

ungenerous labour legislation or each reversal in collective bargaining gains. For all its constitutional vigour, the Supreme Court's ruling has visible weaknesses: the "substantial interference" standard is quite demanding and the decision's focus on legislative process may well enable cunning governments to meet the consultation requirements without curbing their objective of rolling back statutory or bargained employment rights.

Yet, this is a labour relations moment to savour. Unions and the employees they represent are stronger because of the ruling. As a result of B.C. Health Services, governments now have to weigh Charter obligations — a considerable responsibility — when considering legislative intervention into the industrial relations process. It is now up to the Canadian labour movement, with its hard-won constitutional breathing space, to develop the vibrant political and social strategies that will ensure its vitality to continue into the brave new world of work. ■

1. *Health Services and Support – Facilities Subsector Bargaining Assn. v. British Columbia*, [2007 SCC 27], available at: <http://scc.lexum.umontreal.ca/en/2007/2007scc27/2007scc27.html>.

Michael Lynek is associate professor of law at the University of Western Ontario, where he teaches labour and constitutional law. He is the coauthor of *Trade Union Law in Canada*.

The views expressed are those of the author and not necessarily CAUT.

Study: Scientists Criticize Attempts to Steer Research

SCIENTISTS believe government and research councils focus too heavily on economic outcomes of research, according to the findings reported last month by the Institute of Ideas.

The study, conducted by the UK-based institute, also revealed divisions among scientists over whether the growth in ethical checks and balances is a good thing. More than 200 researchers responded to the online survey conducted for the institute's two-day interdisciplinary festival held in London at the end of October.

Asked whether the government was taking "too instrumental an approach towards scientific research in general," some 84 per cent found that it was. Another 62 per cent also rated as "too instrumental" the approach by research councils, compared with universities at 47 per cent.

Tony Gilland, science and society director at the institute, told the *Times Higher*: "There is a lot of pent-up anger and frustration among scientists as to the level of demand for deliverables — economic or otherwise — as opposed to whether it is excellent science."

Gilland said that while the respondents were self-selected, their views reflected a clear mood that science is excessively regulated.

CAUT executive director James Turk noted that Canadian scientists have voiced these concerns for years. A 2000 letter to then prime minister Jean Chrétien protesting the report of the Expert Panel on the Commercialization of University Research was circulated by CAUT and signed by more than 1,400 scientists across the country. The report recommended trying university research more closely to corporate priorities.

"The response from the scientific community in signing the letter was immediate and overwhelming and indicates a serious concern with trying to direct science rather than focusing primarily on basic research," Turk said.

CAUT's online commentary on university research says, "Universities must ensure that industry and government understand that true scientific invention cannot be commanded and that the greatest advances in science are likely to occur in the freest scientific atmosphere."

The UK study also found that research relevant to government policy priorities, such as obesity, climate change and terrorism, was seen to be dominating the agenda of government and the research councils "too much." ■

Throne Speech Touts Copyright Reform, but Silent on PSE Investment



Governor General Michaëlle Jean delivers the throne speech Oct. 16, as Prime Minister Stephen Harper (left) and her husband, Jean-Daniel Lafond look on.

LAST month's Speech from the Throne made only superficial references to higher education and research, while unmistakably heralding the intent of the federal government to proceed with changes to copyright law.

"The bedrock of our workforce is middle-class Canadians and their families. These families worry about the rising costs of higher education," said Governor General Michaëlle Jean, in delivering Prime Minister Stephen Harper's Throne Speech. She did not elaborate further.

CAUT president Greg Allain said he was dismayed by the omission.

"Governments around the world are beginning to recognize that investing in post-secondary education and research is critical

for economic and social development," he said. "Our government seems to be one of the few that hasn't learned this lesson."

But elsewhere in the speech, a single sentence on copyright spoke volumes: "Our government will improve the protection of cultural and intellectual property rights in Canada, including copyright reform."

Copyright experts and pundits point to such an unwavering statement as a clear message the Conservative government intends to prioritize copyright reform.

The office of Industry Minister Jim Prentice has since confirmed there will be new legislation in the next few months, but declined to provide details of what would appear.

A bill to reform the Copyright

Act tabled by the Liberal government in 2005 failed. Copyright reform is an important issue for the university community because of implications in the classroom and the exploding popularity of digital media. Of particular concern is the difficulty in balancing protection for creators versus access to the public domain of information.

The Throne Speech as a matter of confidence could have topped Harper's Conservative minority government, but drew reluctant support from the Liberals, allowing Parliament's fall session to continue. ■

Le discours du Trône met en relief la réforme du droit d'auteur

LE discours du Trône prononcé le mois dernier a effleuré à peine les questions de l'enseignement supérieur et de la recherche, alors qu'il annonçait manifestement l'intention du gouvernement fédéral d'apporter des changements à la *Loi sur le droit d'auteur*.

« Les Canadiens de la classe moyenne et leur famille constituent l'assise de la population active du Canada. Les familles s'inquiètent de la hausse des coûts de l'enseignement supérieur », a déclaré la gouverneure générale Michaëlle Jean dans le discours du Trône piloté par le premier ministre Stephen Harper. Elle n'a pas fourni de détails.

Greg Allain, président de l'ACPPU, s'est dit consterné par l'omission.

« Partout dans le monde, les gouvernements commencent à admettre que l'investissement dans l'enseignement postsecondaire et la recherche est essentiel au

développement social et économique », a-t-il déclaré. « Notre gouvernement semble être l'un des seuls à ne pas s'en être aperçu. »

Toutefois, ailleurs dans le discours, une simple phrase en dit long : « Notre gouvernement rehaussera la protection des droits de propriété culturelle et intellectuelle au Canada, notamment par une réforme des droits d'auteur. »

Les experts en matière de droit d'auteur signalent qu'une déclaration aussi ferme indique que le gouvernement conservateur a l'intention de faire de la réforme du droit d'auteur une priorité.

Depuis, le cabinet de Jim Prentice, ministre de l'Industrie, a confirmé le dépôt d'une nouvelle loi au cours des prochains mois, mais a refusé de fournir des précisions sur le contenu de cette loi.

En 2005, un projet de loi déposé par le gouvernement fédéral et visant à réformer la *Loi sur le droit d'auteur* a avorté. La

La gouverneure générale Michaëlle Jean a prononcé le discours du Trône, le 16 octobre, aux côtés de son époux, Jean-Daniel Lafond, et du premier ministre Stephen Harper.

réforme du droit d'auteur constitue un important dossier pour le milieu universitaire en raison de l'incidence de celle-ci sur l'enseignement et de l'immense popularité des médias numériques. La difficulté à assurer un équilibre entre la protection des droits des créateurs et l'accès à l'information, qui est du domaine public, est particulièrement préoccupante.

Comme il donnait lieu à un vote de confiance, le discours du Trône aurait pu occasionner la chute du gouvernement minoritaire du premier ministre Harper. Toutefois, les libéraux y ont accordé leur appui, bien qu'à contrecoeur, ce qui a permis la poursuite de la session parlementaire automnale. ■

NEWS ACTUALITÉS



CAFA Hands Out First Awards for Outstanding Community Engagement

Three Alberta academics are recipients of first Distinguished Academic Awards from the Confederation of Alberta Faculty Associations. The award recognizes members of academia whose research or other scholarly, creative or professional activities have significantly contributed to the wider community locally and nationally.

Alvin Finkel of Athabasca University was chosen to honour his long and distinguished career as a scholar and teacher in the field of Canadian history, while Lisa Doolittle of the University of

Lethbridge was singled out for her innovative contributions to the wider community through her academic research and creative work with dance and theatre.

Emily Luce, who took up her appointment in the department of new media at the University of Lethbridge in 2006, is the recipient of the early career award, in recognition of her work as a member of the Hupacasath First Nation language preservation team.

"The CAFA Distinguished Academic Awards are being offered for the first time this year," said Peter McCormick, president

Shown above holding the Distinguished Academic Awards are Lisa Doolittle, Alvin Finkel and Emily Luce.

of CAFA. "I'm delighted that we are able to recognize in this way the extraordinary contributions university academic staff members make to communities in Alberta and beyond."

CAFA is the provincial organization representing academic staff associations at the University of Alberta, the University of Lethbridge and Athabasca University. ■

Eighteen Years After the Polytechnique Tragedy

Annual campaigns bring awareness to the fight to end violence against women.

MALE and institutional attitudes about violence against women are gradually changing for the better, according to the White Ribbon Campaign, now in its 17th year of "men working to end men's violence against women."

"We see a greater willingness on the part of men to try and understand, and change," said Todd Minerson, the campaign's executive director. "We see increased willingness on the part of traditional women's organizations to partner on projects, incorporate outside views and look at the problem in non-traditional ways."

The Toronto-based WRC urges Canadian men and boys to wear a white ribbon every year from Nov. 25, the U.N.'s International Day for the Elimination of Violence Against Women, until Dec. 6, Canada's National Day of Remembrance and Action on Violence Against Women.

Dec. 6, 1989 is forever etched into Canadian history as the day 13 female engineering students and a female worker were murdered at l'École Polytechnique in Montreal.

YWCA Canada also runs its commemorative rose button campaign at this time every year, the organization's way of "commemorating not only the young women students who were killed for having

dared to dream a professional dream, but as well the memory of all women, young women and girls who have died as a result of violence against women."

Continuing the campaigns each year is important, Minerson said.

"Despite attitudinal changes, violence against women is still an endemic problem but at least we have gone from having to convince people of the need to work at this, to actually working with governments and institutions on how to do it," he said. "It's a subtle change, but significant."

Status of Women Canada reports the latest statistics show "women constitute the vast majority of victims of sexual assault and intimate partner violence. They also represent the highest percentage of spousal homicide victims... December 6 is a day for Canadians to reflect, and work towards concrete actions and solutions to ensure the safety of women and girls in their communities so that they may reach their fullest potential." ■

ON THE NET

White Ribbon Campaign:
www.whiteribbon.ca
Rose Button Campaign:
www.ywcacanada.ca

Version française à la page A12.

Deux lauréates se partagent la bourse Stewart Reid

LA bourse commémorative J.H. Stewart Reid de l'ACPPU a été décernée, pour l'exercice financier 2007-2008, à deux doctorantes : Bénédicte Fontaine-Bisson et Jacqueline Kennelly. Cette bourse de 5 000 \$, créée par l'ACPPU pour commémorer la vie et l'œuvre de son premier secrétaire général, a pour but de soutenir financièrement une étudiante ou un étudiant de haut niveau académique qui est inscrit à un programme de doctorat d'une université canadienne. Les administrateurs de la fiducie doivent parfois réduire le montant octroyé à un lauréat qui a reçu des bourses d'autres sources, de sorte que le montant total de l'aide financière, y compris la bourse Stewart Reid, ne dépasse pas 25 000 \$.

Bénédicte Fontaine-Bisson, doctorante au département de nutrition de l'Université de Toronto, étudie comment l'interaction de facteurs nutritionnels avec le génome affecte la santé, et pourquoi certaines personnes réagissent différemment. Ses travaux en nutrigenomique, un domaine d'étude relativement récent, sont prometteurs pour la prévention

et la gestion de l'obésité, du diabète et des maladies cardiovasculaires, puisque le développement de ces affections est influencé à la fois par des facteurs alimentaires et génétiques. Après avoir obtenu son baccalauréat en nutrition à l'Université Laval, elle a entrepris ses études de maîtrise à l'Université de Toronto, et moins d'un an plus tard elle s'était admise au programme de doctorat. Elle a reçu onze bourses d'études depuis le début de ses études postsecondaires, dont des bourses du CRSNG pour sa maîtrise et son doctorat, trois prix de la meilleure communication affichée, deux prix de la meilleure présentation orale, sept bourses de voyage et un prix d'excellence. M^{me} Fontaine-Bisson entend faire carrière en recherche et enseignement universitaires. Elle a publié un chapitre de livre et sept articles scientifiques, et elle a présenté ses travaux dans divers colloques internationaux. Elle recevra de l'ACPPU une bourse de 4 000 \$.

Jacqueline Kennelly, doctorante en éducation à l'Université de la Colombie-Britannique, mène des recherches sur l'engagement des jeunes dans divers processus poli-

tiques. Elle étudie, d'un point de vue ethnographique, comment et pourquoi les jeunes développent leur engagement en participant à des groupes de jeunes activistes. M^{me} Kennelly détient une maîtrise en études environnementales de l'Université York ainsi qu'un baccalauréat en arts et sciences de l'Université McMaster. Parallèlement à ses recherches doctorales, elle participe aux activités de divers organismes travaillant auprès des jeunes à Vancouver, et elle consacre temps et énergie pour aider les jeunes à aiguïser leur sens critique et à s'engager davantage dans la vie démocratique de leurs collectivités. Ses travaux de recherche lui ont déjà valu le prix de la meilleure publication décerné par l'Association canadienne pour l'étude des fondements de l'éducation, pour son article publié en 2006 dans la *Revue canadienne de l'éducation*. À titre de deuxième finaliste après M^{me} Fontaine-Bisson, elle recevra de l'ACPPU une bourse de 1 000 \$.

Traduit de l'article « Two Win Stewart Reid Awards » (Bulletin de l'ACPPU, octobre 2007).

DECEMBER 6

NATIONAL DAY OF

REMEMBRANCE

AND ACTION

ON

VIOLENCE

AGAINST

WOMEN



The 14 women killed in Montreal on Dec. 6, 1989

Geneviève Bergeron, 21
Hélène Colgan, 23
Nathalie Croteau, 23
Barbara Daigneault, 22
Anne-Marie Edward, 21
Maud Haviernick, 29
Maryse Laganère, 25
Maryse Leclair, 23
Anne-Marie Lemay, 27
Sonia Pelletier, 23
Michèle Richard, 21
Annie St-Arneault, 23
Annie Turcotte, 21
Barbara Klucznik Widajewicz, 31

Canada

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NEWS ACTUALITÉS

AFT Launches Excellence Campaign

THE American Federation of Teachers is facing head-on the issue of supporting both tenure-track faculty and part and full-time non-tenure track colleagues at U.S. post-secondary institutions.

Faculty and College Excellence, or FACE, is a three-pronged nationwide campaign by AFT affiliates that lobbies for introduction of AFT-developed model legislation into state legislatures, encourages collective bargaining to establish working standards and promote good practices and focuses on unionizing contingent faculty.

Craig Smith, associate director of higher education for the 1.4 million-member union, which also represents 160,000 higher education faculty, professional staff and graduate employees, told the Bulletin the AFT initiative has so far managed to get model legislation introduced in 11 states.

Although no state has yet adopted new laws based on the model, several jurisdictions are considering the proposition at committee levels, while other states such as New Mexico and Oregon have put together com-

missions to study staffing at their post-secondary institutions.

According to the FACE web site, "colleges and universities in the United States have increasingly turned away from filling full-time tenured jobs. In 1960, 75 percent of college faculty members had full-time tenured positions or were on a tenure track. Today, fewer than 30 per cent of the instructional workforce in colleges and universities hold full-time tenured or tenure-track jobs. At the same time, hundreds of thousands of non-tenure-track faculty members — especially part-time/adjunct faculty — have been hired and then denied such fundamentals as proportionate salaries, decent benefits and paid office hours."

The state-by-state campaign strives to create more full-time faculty positions, while at the same time attempting to improve working conditions for part-time staff. A further focus of the campaign is helping part-timers win full-time positions.

General principles enunciated in the model require public colleges to ensure 75 per cent of classes in each department be

taught by full-time academics, that preference be accorded to part-timers in applying for full-time positions and that pay and benefits of contract part-time staff reach parity with that of full-timers.

CAUT's policy statement on fairness for contract academic staff states: "CAUT believes that excellence in education is best assured through the secure continuing appointment of career academics. CAUT opposes the increasing use of contingent labour to fulfill ongoing staffing requirements. Underfunding and administrative flexibility are not sufficient grounds for hiring contract academic staff as a substitute for continuing appointments."

"American academics are facing many of the same difficulties confronting Canadian tenured faculty, regarding chipping away at full-time complement and the increasing use by university administrations across Canada of contract, part-time teachers," noted CAUT executive director James Turk. "It's heartening to see the massive efforts by the AFT to combat and solve the problems they face." ■

L'action d'un syndicat des enseignants en faveur de l'excellence

L'AMERICAN Federation of Teachers (AFT) a entrepris une vive campagne de sensibilisation en vue d'assurer un meilleur soutien professionnel aux professeurs réguliers tout comme à leurs collègues non réguliers à temps partiel et à temps plein dans les établissements postsecondaires américains.

La campagne *Faculty and College Excellence* (FACE), dynamisée à l'échelle nationale par les associations affiliées de l'AFT, comporte trois volets : plaider pour faire adopter par les assemblées législatives des États le projet de loi type qu'a élaboré l'AFT; favoriser le recours à la négociation collective pour l'établissement des normes de travail et la promotion de pratiques exemplaires; s'employer à syndicaliser le personnel enseignant occasionnel.

Craig Smith, directeur associé de l'éducation supérieure de l'AFT — syndicat comptant 1,4 million de membres et représentant entre autres 160 000 professeurs, membres du personnel professionnel et étudiants employés des établissements d'enseignement supérieur —, a indiqué au *Bulletin* que la campagne de l'AFT avait réussi jusqu'ici à faire présenter le projet de loi type dans 11 États américains.

Si aucune assemblée législative n'a encore adopté de loi sur le modèle de ce projet, plusieurs d'entre elles l'étudient actuellement en comité et certains États tels que le Nouveau-Mexique et l'Oregon ont créé des commissions chargées d'étudier la ques-

tion des effectifs dans leurs établissements postsecondaires.

Voici ce que l'on peut lire sur le site web de la FACE : « Aux États-Unis, les collèges et les universités renoncent de plus en plus à doter des postes permanents à temps plein. En 1960, 75 % des professeurs de collège occupaient des postes permanents à temps plein ou des postes menant à la permanence. Aujourd'hui, moins de 30 % des professeurs de collège et d'université sont titulaires de postes permanents à temps plein ou de postes conduisant à la permanence. Dans le même temps, les établissements ont embauché des centaines de milliers de professeurs non réguliers — tout particulièrement des professeurs auxiliaires et à temps partiel — qui sont par conséquent privés de conditions de travail aussi fondamentales qu'un salaire proportionnel, des avantages sociaux décents et des heures de travail au bureau rémunérées. »

La campagne menée d'un État à l'autre vise à faire augmenter le nombre de postes de professeurs à temps plein tout en mettant l'accent sur l'amélioration des conditions de travail des membres du personnel à temps partiel et en aidant ces derniers à obtenir des postes à temps plein.

Le projet de loi type permettrait, entre autres principes généraux, que 75 % des cours offerts au sein de chaque département soient donnés par des professeurs à temps plein, ce, s'agissant de pourvoir les postes à temps plein, la préférence soit

donnée aux candidats à temps partiel, et que les salaires et les avantages des professeurs contractuels à temps partiel atteignent la parité avec ceux de leurs collègues à temps plein.

L'énoncé de principes de l'ACPPU sur l'équité envers le personnel académique contractuel prévoit ce qui suit : « L'ACPPU estime que la nomination permanente et garantie d'universitaires de carrière constitue la meilleure façon d'assurer l'excellence en enseignement. L'ACPPU s'oppose au recours croissant de la sous-financement et la souplesse administrative ne sont pas des motifs suffisants pour justifier l'embauche de personnel académique contractuel pour des nominations permanentes. »

« Les professeurs permanents des établissements postsecondaires américains font face à bon nombre de mêmes difficultés auxquelles se heurtent leurs homologues canadiens. On pense notamment à l'élimination graduelle des effectifs à temps plein et au recours de plus en plus marqué, par les administrations universitaires dans tout le Canada, à des professeurs contractuels à temps partiel », a fait observer le directeur général de l'ACPPU, James Turk. « Il est encourageant de constater l'ampleur des efforts que l'AFT déploie pour lutter contre les problèmes auxquels leurs membres sont confrontés et aussi pour trouver des solutions. » ■



Crowe Conference Looks at Threats to Integrity

THE objectivity of university research is under growing threat from the influence of industry, governments and other outside pressure groups.

That was the conclusion of scholars gathered for the second Harry Crowe Foundation conference on Protecting the Integrity of Academic Work, held recently in Ottawa. Cosponsored by CAUT, the three-day event drew more than 90 researchers, teachers and students from universities and institutes in Canada, the United States and the United Kingdom.

According to keynote speaker Sheldon Krinsky, seen above, universities in the U.S. and Canada "have become too easily colonized by corporations and turned into academic enterprise zones. New revenue streams for academia have come at the expense of integrity, autonomy and free and open exchange of knowledge."

Krinsky, a professor of urban and environmental policy at Tufts University and author of *Science in the Private Interest: Has the Lure of Profits Corrupted Biomedical Research?*, also said the "egregious" conflicts of interest in science and medicine within government and universities have affected the "objectivity of research studies and impaired public confidence in these fields."

While most conference participants generally agreed that massive funding injections tied to private corporate donors potentially lead to conflicts of interest, there was less agreement about possible solutions.

Krinsky and other speakers suggested full disclosure may be an important step, but some situations will still call for a total prohibition of donor-linked funding.

Arthur Schafer, a professor of philosophy and director of the Centre for Professional and Applied Ethics at the University of Manitoba, said disclosure should never be considered an appropriate solution, in part because conflicts may be denied by researchers, but remain sub-

consciously present nonetheless and capable of skewing judgment.

"We simply can't allow outside funding," Schafer said in arguing for an outright ban. "Research must be paid for with public dollars."

CAUT executive director James Turk said that such a position, however desirable, was unrealistic.

"Since funding from outside sources such as foundations and corporations makes necessary research possible, we need to implement a series of protections to help ensure the integrity of research," he said.

According to Turk, protection measures include universities refusing to accept funding from any organization wanting to restrict the freedom of researchers to publish their findings and a requirement that researchers have unfettered access to all data collected and sole authority for the analysis of the data.

Other issues raised in the conference were the unbundling of faculty work, academia's production-driven research culture and academic legitimacy as a commodity sought by outside interest groups.

Harry Crowe Foundation

The Harry Crowe Foundation, named for the person whose academic freedom case helped shape CAUT, was established in 2002 to carry out education and research on the role of postsecondary teaching and research in contemporary society.

Latest News

At the foundation's annual general meeting in November, Howard Pawley was reelected president of the board of directors and University of Toronto professor of medicine Brenda Gallie was reelected vice-president.

Foundation board members Jon Thompson (University of New Brunswick) and Arpi Hamalian (Concordia University) continue and David Johnson (University of Alberta) was newly-elected to the board. ■

NEWS ACTUALITÉS

The Value of an Academic Women's Association

From PAGE A6

continue to be responsible for a greater share of child and elder care and housework.

A number of "explanations" for the current status of women in academia are commonly made. The "pipeline" is one explanation (one we've been living with for several decades), as is the "double day" that many women, including academics, continue to work. Academic women demonstrably spend more time than their male colleagues on domestic and child care responsibilities. Market supplements to base academic salaries also tend to be available to male-predominant disciplines. And, because men dominate the upper academic ranks, newly appointed female academics often find it challenging to find senior female mentors or advisors who can help negotiate success in academia. Another factor affecting the wage gap is that the largest proportion of female academics remain outside of the tenure-track stream.

Much of the work that female academics undertake in service to their universities is unrecognized and unrewarded. This work focuses on meeting student needs and revising policy to improve the lives of students and university life in general. The time devoted to this work detracts from the time available to focus on more public aspects of academic work that are recognized and rewarded by promotion and increased remuneration. Every reader will have her own story to tell: stories of those senior academic women who continue to inspire and mentor us (such as the University of Alberta's first female and current president, Dr. Indira Samarasekera), as well as stories of the myriad ways in which academic life challenges us on so many fronts. A recent workload study at the University of Alberta found:

- Female academics delay or forego child bearing more so than their male peers.
- Male academics are significantly more likely than females to have tenure.
- Males work more hours per week than females, most

notably among assistant professors (which is the group in which women have more dependents than men).

- Females at all ranks spend a larger proportion of their time teaching, and less time on research, than their male peers.
- Women contribute disproportionately more "unpaid emotional labour" and feel overburdened with committee work.
- Women report greater stress than do men.
- Overall, work-life balance issues were reported about equally by males and females.

In sum, the report states: "... though gender differences are not quite as strong as we might expect, it is clear that, compared to males, female academics work slightly shorter work weeks but are more likely to find their workloads unmanageable, are more likely to report feeling stress (irrespective of hours) and have lower levels of job satisfaction." (p. 116) For more details, the full report is available at: www.uofaweb.ualberta.ca/aasua/pdfs/AASUAWorkloadReportJune30.pdf.

It is possible that someday AWA may evolve into an organization existing solely to promote networking among female academics and there will be no need to make special efforts to promote women's achievements on campus, or to advocate for equitable working conditions for women. Or how about working on a campus where women's studies is its own faculty and where professors in that faculty receive market supplements to compensate them for their potential earning power outside of academia? I have fewer than 20 years left to be an AWA member – any bets about whether that vision is achieved by then?

Meanwhile, the importance of an association such as AWA cannot be underestimated. Recently I was asked to speak to an undergraduate class about the association as an example of a "community." Preparing this talk helped me to think deeply about AWA, what it represents, and the role it plays in my own academic and personal life. One fundamental definition of "community" that applies clearly to

AWA includes the following characteristics: a sense of common purpose or interests among members, assumption of mutual responsibility, acknowledgement of interconnectedness, mutual respect for individual differences, mutual commitment to the well-being of each other and commitment by members to the integrity and well-being of the group. What a perfect definition of AWA!

In addition, I was able to share with the class the importance of friendships for many women, especially to help us deal with stress. Equally significant are the peer and collegial relationships that are facilitated by AWA. Not only do these types of relationships include the typical benefits of mentoring (how to negotiate organizational politics and culture, for example), but they provide supports such as confirmation, personal feedback and friendship. Because these relationships are facilitated by AWA, it has become my most important campus community. AWA provides professional networking opportunities and a chance to make new friends who are reliable sources of support and advice. AWA also provides a venue to explore issues that continue to be personally and professionally pertinent, such as work-life balance.

For all the reasons explored here, the value of a campus association for academic women remains critical. Whether that association is formal or informal, formed as a caucus of a faculty union or association, or existing independently, the issues we face as a collective will continue to challenge us for the foreseeable future. Let's make a difference in this workplace for the next generation of young female faculty members! ■

Heidi Julien is an associate professor in the school of library & information studies at the University of Alberta.

This article first appeared in the spring 2007 newsletter of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education.

The views expressed are those of the author and not necessarily CAUT.

La tragédie de l'École Polytechnique : 18 ans déjà

Des campagnes annuelles sensibilisent la population à la violence faite aux femmes

Les mentalités envers la violence faite aux femmes évoluent peu à peu chez les hommes et les institutions. C'est ce que constate la Campagne du ruban blanc – une œuvre de bienfaisance créée il y a 17 ans par « des hommes voués à mettre fin à la violence faite aux femmes par les hommes ».

De l'avis de Todd Minerson, directeur général de la campagne, les hommes sont plus disposés à essayer de comprendre et à changer. De même, les organismes traditionnels de défense des femmes sont davantage prêts à collaborer à des projets, à tenir compte de points de vue externes et à envisager la question sous un angle nouveau.

Établie à Toronto, la Campagne du ruban blanc invite les hommes et les garçons du Canada à arborer un ruban blanc tous les ans, du 25 novembre, déclarée Journée internationale pour l'élimination de la violence à l'égard des femmes par l'ONU, au 6 décembre, Journée nationale de commémoration et d'action contre la violence faite aux femmes.

Le 6 décembre 1989 restera gravée à jamais dans l'histoire du Canada comme le jour où 13 étudiantes en génie et une secrétaire ont été abattues à l'École Polytechnique de Montréal.

YWCA Canada tient également, à cette époque de l'année, sa campagne des Roses en vue de « garder à la mémoire non seulement les jeunes étudiantes assassinées pour avoir osé rêver d'une

profession, mais aussi toutes les femmes, jeunes femmes et filles qui sont mortes en raison de la violence contre les femmes ».

Selon M. Minerson, il est essentiel de perpétuer ces campagnes chaque année, car malgré l'évolution des mentalités, ce type de violence demeure un problème réel. Il se réjouit toutefois qu'il ne soit plus nécessaire de convaincre les gens de l'importance du sujet et que l'on en soit maintenant à collaborer avec les gouvernements et les établissements pour trouver des moyens de s'y attaquer. Il s'agit d'un changement subtil, mais majeur.

Condition féminine Canada rapporte que, selon les statistiques les plus récentes, « les femmes forment la grande majorité des victimes d'agression sexuelle et de violence de la part d'un partenaire intime. Elles représentent également le pourcentage le plus élevé de victimes d'homicide conjugal. [...] Le 6 décembre est un jour de réflexion pour les Canadiennes et les Canadiens, un jour pour travailler à la réalisation d'une action concrète et à l'adoption de solutions propres à assurer la sécurité des femmes et des filles dans leur communauté afin qu'elles puissent réaliser leur plein potentiel ».

SUR INTERNET

Campagne du ruban blanc : www.whiteribbon.ca/Francais
Campagne des Roses : www.ywca.ca/public_fr/index.cfm

English on page A10.

L'ACPPU vivement préoccupée par le sort critique des universitaires irakiens

L'ACPPU a ajouté sa voix aux appels lancés pour venir en aide aux intellectuels et scientifiques irakiens qui sont soumis à des dangers effroyables de plus en plus nombreux dans les universités de leur pays assiégé.

« La situation de nos collègues des établissements d'enseignement supérieur irakiens est presque indescriptible », a déclaré le directeur général de l'ACPPU, James Turk. « Malheureusement, alors que nous tentons d'attirer l'attention sur leur sort critique, il n'y a en fait pas grand-chose que nous puissions faire. »

Les universités irakiennes sont au bord de l'effondrement et des milliers de professeurs et d'étudiants ont été assassinés, kid-

nappés ou torturés depuis l'invasion de Bagdad en 2003 par les États-Unis et les autres pays coalisés. Une étude réalisée conjointement par le ministère irakien de l'éducation et l'UNICEF en 2007 révèle qu'au moins 208 universitaires ont été tués depuis le début de la guerre et que les professionnels sont si nombreux à fuir le pays que la plupart des universités font face à de sérieuses pénuries d'effectifs.

La situation ne fait qu'empirer à mesure que la violence sectaire s'amplifie dans la foulée de la prise de contrôle du pays. Des réfugiés irakiens de tous les milieux affluent en Jordanie et en Syrie, et le Canada est sévèrement critiqué, notamment par Amnesty interna-

tionale Canada, pour son manque d'engagement à accueillir de plus grands nombres de réfugiés.

M. Turk ne cache pas sa frustration devant l'extrême difficulté à accomplir des gestes concrets à ce stade-ci du conflit, malgré le désir de la direction de l'ACPPU d'apporter son aide.

Néanmoins, indique-t-il, l'ACPPU a demandé à l'Association des universités et collèges du Canada d'appeler ses institutions membres à déployer des efforts particuliers pour créer des débouchés à l'intention des universitaires irakiens réfugiés. ■

Traduit de l'article « CAUT Highlights Plight of Iraq's Academics » (Bulletin de l'ACPPU, octobre 2007).

Le 6 DÉCEMBRE

JOURNÉE NATIONALE DE

COMMÉMORATION

ET D'ACTION

CONTRE LA

VIOLENCE

FAITE AUX

FEMMES

Les 14 femmes tuées à Montréal le 6 décembre 1989

Geneviève Bergeron, 21 ans
Hélène Colgan, 23 ans
Nathalie Croteau, 23 ans
Barbara Daigneault, 22 ans
Anne-Marie Edward, 21 ans
Maud Havermick, 29 ans
Maryse Laganière, 25 ans
Maryse Leclair, 23 ans
Anne-Marie Lemay, 27 ans
Sonia Pelletier, 23 ans
Michele Richard, 21 ans
Annie St-Arneault, 21 ans
Annie Turcotte, 21 ans
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A

■ **ACCOUNTING** — Saint Mary's University. The Department of Accounting in the Sobey School of Business at Saint Mary's University invites applications for a tenure track position at the Assistant or Associate Professor level. The Appointment will commence July 1, 2008. A tenure-track appointment requires strong teaching and research credentials with an earned doctorate in hand or nearing completion at the time of appointment. A professional accounting designation is also highly desirable. Candidates with substantially equivalent qualifications and familiarity with emerging issues and the ability to teach in the Financial Reporting area, especially at the Intermediate and Advanced levels, is expected to be an important consideration in appointment. Saint Mary's is a public university with approximately 7500 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management. The Sobey School of Business is housed in a new facility, fully compatible with the latest advances in information technology. With 70 full time faculty and an enrollment of approximately 2,500 students pursuing undergraduate, masters, and doctoral degrees, it is the largest business programme in Atlantic Canada. In addition to being nationally known for its excellence in undergraduate teaching, the School has also established an outstanding research record and a reputation for its international outreach. In recognition of its efforts, the School was granted AACSB accreditation during 2004. Halifax is a cosmopolitan city of over 350,000, and is widely regarded as a centre of education, innovation, health care, government and distribution. The city and its environs offer an exceptionally good quality of life. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately ten part-time instructors per semester. A very wide range of courses in Financial and Managerial Accounting, Auditing, Information Systems, Taxation, International Accounting, and Commercial Law are offered at both the undergraduate and graduate level. The Department graduates well over 100 accounting majors each year and enjoys close cooperation with several prominent professional accounting associations. All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Applicants should submit a letter of application, curriculum vitae and the names and full contact information of three referees to: Dr. Peter Secord, Chair, Department of Accounting, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3. Fax: (902) 420-5011 or by e-mail to the Department of Accounting at Peter.Secord@smu.ca. More information about the University may be found at www.smu.ca. The closing date for applications is January 15, 2008, or when the position is filled.

■ **ACCOUNTING** — University of Waterloo. The University of Waterloo invites applications for tenured or tenure-track positions in Accounting. We welcome applications from candidates for appointments expected to begin in 2008. Rank and field are open, but we are especially interested in candidates with teaching interests in auditing, financial reporting or tax. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The University of Waterloo consistently ranks as a leading comprehensive university in Canada, and offers a stimulating environment for research and teaching. The School of Accountancy's faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our highly regarded undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: <http://accounting.uwaterloo.ca>. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. To be considered please send, in electronic form if possible, a curriculum vitae, a sample of your research, and the names and contact information of three referees to: ploughwater@uwaterloo.ca. Alternatively, paper applications may be sent to: Dr. O'Grady, c/o Len Larnotte, Administrative Assistant, School of Accountancy, University of Waterloo, Waterloo, Ontario Canada N2L 2G1. Review of applications will start from December 2007 and will continue until the positions are filled.

■ **ANTHROPOLOGY** — University of Alberta. Applications are invited for a full-time position in Archaeology, beginning July 1, 2008. An appointment at the assistant professor position is anticipated, but appointments at other ranks will be considered. Salary and rank depend on experience and qualifications, which must include a PhD or equivalent, completed or nearly so. The Department of Accounting & MIS and the School of Business expect a strong research contribution and excellent teaching from all faculty members. The position remains open until the position is filled. Send applications and resumes to Peter Tieszen, Chair, Department of Accounting & MIS, School of Business, University of Alberta, Edmonton, AB, Canada T6G 2R6, fax 780-492-3325, email peter.tieszen@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and those belonging to the LGBTQ community. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and those belonging to the LGBTQ community. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and those belonging to the LGBTQ community. We are committed to the principle of equity in employment.

■ **ANTHROPOLOGY** — University of Toronto. The Department of Anthropology, University of Toronto invites applications for a full-time tenure stream position in the archaeology of complex societies with a focus on Latin America. The applicant will be at the rank of Assistant Professor and will begin in July 1, 2008. Applicants should have a PhD in anthropology and excellent teaching and research skills. The successful candidate will be expected to demonstrate excellence in current research, and show the potential to develop an independently led research program and excellence in teaching. The University of Toronto has a vibrant Latin American Studies Program and offers the opportunity to teach, conduct research, and live in one of the most diverse cities in the world. Toronto is home to the Royal Ontario Museum, which has an active New World Archaeology program. The successful candidate will join the faculty of a newly created Archaeology Centre in the University. Salary will be commensurate with qualifications and experience. Applications, including a full CV, writing sample, and teaching dossier, should be sent to the Office of the Chair, Department of Anthropology, 19 Russell Street, University of Toronto, Toronto, Canada M5S 1A5. The closing date for applications is December 7, 2007. Please arrange for three letters of reference to be sent to the above address, under separate cover, to arrive by the closing date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal peoples, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

■ **ANTHROPOLOGY** — Saint Mary's University. The Department of Anthropology at Saint Mary's University invites applications for a tenure-track position in archaeology at the entry-level rank of assistant professor starting July 1, 2008. Applicants should have a PhD or be near completion. The Department is seeking an individual with a research background in archaeology who is committed to excellence in undergraduate teaching. The successful candidate will be expected to teach archaeology at the introductory level, to develop upper level courses in the archaeology of complex societies, and to contribute to curriculum development at departmental and institutional levels; and to establish a solid program of research and publication. We particularly invite applications from individuals who integrate teaching, research, and service through public outreach, community involvement in Archaeology, field schools, and student experimental learning. We welcome applications from individuals who are conversant across disciplines of Anthropology and who are positioned to contribute to one or more of the University's interdisciplinary programs. Applicants should submit a letter of application, curriculum vitae, and teaching dossier, including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and names and contact information of three referees to: Dr. Shelley Tulloch, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic applications may be submitted to Ms. Monica Lewis, monica.lewis@smu.ca. The closing date for applications is 14 January 2008. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Saint Mary's University is committed to principles of employment equity. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to excellence, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research.

■ **APPLIED MATHEMATICS** — University of Western Ontario. Applications are invited for a probationary (tenure-track) faculty position

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As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the status of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aau.org.

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Le Bulletin de l'ACPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'origine sociale, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration annonçant ces raisons.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service aux membres de l'ACPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900, ou à visiter www.aau.org.

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- Assistant Professor, Computer Science (Applied Analysis)
- Assistant Professors, Chemistry (two positions) (Food Science and Nutrition)

Public Affairs

- Assistant Professor, Economics (International Finance)
- Assistant Professor, Law (International Human Rights and Law)
- Assistant Professor, Law (Criminal Law)
- Assistant Professor, Political Science (African Politics)
- Assistant Professor, Political Science (International Relations)
- Assistant Professor, Criminology and Criminal Justice (Legal Background)
- Assistant Professor, Criminology and Criminal Justice (Psychology Background)
- Assistant Professor, Criminology and Criminal Justice (Sociology Background)
- Assistant Professor, Mass Communication
- Associate Professor, Public Policy and Administration (Public Management and/or Policy Analysis)
- Assistant Professor, Public Policy and Administration (Policy Analysis)

Public Affairs (continued)

- Assistant Professor, Norman Paterson School of International Affairs and Department of Economics (Development Economics)

Sprott School of Business

- Assistant Professor, Accounting
- Assistant Professors, Business Management and Strategy (two positions)
- Assistant Professor, Finance
- Assistant or Associate Professor, Marketing
- Assistant Professor, Operations Management and/or Operations Research

Arts and Social Sciences

- Assistant Professor, Applied Language Studies (Writing and Second Language Studies, Discourse Studies and Literacy Studies)
- Assistant Professor, Film Studies (Cinemas of Africa, the Middle East, South Asia or Europe)
- Assistant Professor, Philosophy

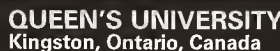
Located in Ottawa, Ontario, Carleton University takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,200 teaching assistants, and close to 1,000 administrative staff supporting over 24,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community. Its operating budget for 2007-2008, exclusive of ancillary operations, is \$278,000,000.

Carleton University is strongly committed to fostering diversity within its community as a source of human excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, Aboriginal peoples, members of visible minority groups and persons with disabilities.

For details on faculty positions available at Carleton, please check out our Website:

carleton.ca/facultyrecruitment

queensu.ca



www.business.queensu.ca

**Dr. Brent Gallupe, Associate Dean
Queen's School of Business – Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6**

CAREERS CARRIÈRES

Tenure-Track Faculty Positions

Recognized as a leader in innovative education, Mount Saint Vincent University (MSVU) is a dynamic, challenging and welcoming environment. Our reputation for academic excellence, individual attention to learners and distinctive programs in the liberal arts, sciences, education, and professional fields attracts outstanding faculty, staff and students from across Canada and abroad. Founded on a commitment to the education of women, MSVU builds on this heritage to create an intellectual and social climate that promotes gender equity, inclusiveness and diversity.

Along with strategic academic directions including academic excellence, internationalization and facilitating technological innovation, MSVU strives to be in the vanguard of distributed learning course offerings and delivery modes. Distance learning courses are offered to students in Canada and around the world via televised and web-based course offerings. **For more information about MSVU, visit www.msvu.ca.**

MSVU is seeking scholars for tenure-track appointments at the Assistant Professor level commencing July 1, 2008 in the areas listed below. Workload for all positions includes research, teaching and collegial service. Applicants should hold a doctorate in an appropriate field or be near completion of their degree. Evidence of research competency is required. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

Applied Human Nutrition (1 position)

The Department of Applied Human Nutrition offers a Bachelor of Science degree in Dietetics and a Master of Science degree with an emphasis in community nutrition. Both programs provide the option to complete the internship requirements to become a Registered Dietitian in conjunction with academic study. Current faculty have a wide range of research interests including food security, professional practice, professional ethics, dietary assessment, and use of dietary/herbal supplements.

Specialization: The Department seeks candidates with research and teaching expertise in global nutrition, food/nutrition program and policy development, and/or nutrition communications or media relations. A demonstrable research record and commitment to undergraduate and graduate student teaching and mentorship are expected. Candidates with a PhD in nutrition or related discipline and who are eligible for full or academic affiliate membership in Dietitians of Canada are particularly welcome.

Chair: Prof. Linda Mann (linda.mann@msvu.ca)

Public Relations (1 position)

The Department of Public Relations offers an integrated Bachelor of Public Relations with cooperative education and a Master of Public Relations degree which is in its second year of operation. It is the intention to offer the graduate degree through distance delivery within the next three years. Current faculty come from a range of professional and academic backgrounds with a wide variety of research interests including rhetorical criticism, professional ethics, organizational language and power and influences on media representations.

Specialization: The department seeks candidates with a teaching repertoire that includes two or more of the following areas: communications, public relations management, research methods, ethics, and public relations writing. Candidates should have a PhD in public relations or related discipline (e.g., communications, management, journalism, rhetoric, or social psychology). Professional experience in public relations is an asset, as is an interest and/or experience in distance learning.

Chair: Dr. Marie Riley (marie.riley@msvu.ca)

Sociology and Anthropology (1 position)

The Department of Sociology and Anthropology offers an integrated Bachelor of Arts Degree with a major and advanced major in SOAN, as well as an honours degree. Current faculty have a wide range of research interests, including equity and unions, employment and occupations, the social economy and sustainability, women and music, Alzheimer's disease, caregiving, research ethics, and human development.

Specialization: The Department seeks a socio-cultural anthropologist whose teaching areas include introduction to sociology and anthropology, anthropological theory, and one or more of: cross-cultural aging, cross-cultural family, cross-cultural perspectives on women, representing culture, and global transformations. The successful candidate will have a PhD in Anthropology, be willing to teach a variety of courses offered by the department, and will enjoy working in a multi-disciplinary environment. Candidates are asked to include a brief description of their research program thus far and their plans for the next three years.

Chair: Dr. Leslie Brown (leslie.brown@msvu.ca)

History (1 position)

The Department of History offers a Bachelor of Arts degree with major, advanced major and honours options. Current faculty research interests include intellectual and social history, gender, comparative approaches, and historiography and methodology.

Specialization: The Department seeks candidates with expertise in the field of World History; specialization in any chronological period will be considered. The successful candidate should have the ability to teach a wide range of courses at the undergraduate level and have knowledge of issues of gender in history. Demonstrable ability in research is expected.

Chair: Dr. M. Brook Taylor (brook.taylor@msvu.ca)

Faculty of Education (1 position)

MSVU has the largest Faculty of Education in Nova Scotia, with more than 30 full-time faculty and 10 support positions. In addition to BEd and Graduate programs on campus, the Faculty offers distance and international programs. Increased external funding for research projects and off-campus programs supports a vibrant environment for research and scholarship. The successful candidates will be expected to teach BEd and graduate courses and maintain an active research program in their field of expertise. Preference will also be given to candidates who have experience both in schools and in university teaching.

Specialization: Philosophy of Education The successful candidate will possess or be near completion of a PhD degree in philosophy of education with a demonstrated interest in applying philosophical concepts and theories to the practical context of contemporary education. Applicants must have publications in this area and a well-developed research program that shows a clear connection between philosophical inquiry and educational practice. Preference will be given to candidates with experience teaching philosophy of education at the BEd and graduate levels. Further expertise in one or more of the following areas would be an asset: science education, mathematics education, literacy education, technology education.

Director of Teacher Education: Dr. Robert Bérard (robert.berard@msvu.ca)

Applications should include a statement of research and teaching interests, curriculum vitae and the names and contact information for three references. Send applications to the appropriate Director/Department Chair by e-mail or mail to their attention to Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS B3M 2J6. Departments will begin considering applications on **January 2, 2008**. All positions will remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

CAREERS CARRIÈRES



www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Faculty of Science and Engineering offers a progressive, dynamic environment, and has over 155 faculty members. It has engaged in teaching and research activities for over 40 years. Further information about the Faculty can be found at: www.science.yorku.ca

The following positions, to commence **July 1, 2008**, are subject to budgetary approval. Applications for all positions should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3**. The successful candidates should be suitable for prompt appointment to the Faculty of Graduate Studies.

Faculty of Science and Engineering

TENURE-TRACK APPOINTMENTS

DEPARTMENT OF BIOLOGY

Evolutionary Genetics/Genomics and Cellular and/or Molecular Biology

Applications are invited for two tenure-track appointments at the Assistant Professor level, in the areas of 1) Evolutionary Genetics/Genomics and 2) Cellular and/or Molecular Biology. Of particular interest are individuals whose proposed research programs complement and extend existing research activities in this area in the department. The successful candidates will have a PhD, post-doctoral experience and an outstanding research record, and will be expected to develop strong, externally funded research programs.

Applicants should forward (as hard copy, only) a curriculum vitae, an outline of their research plans, a statement of teaching interest and experience, single copies of three publications and three signed letters of reference, by **November 30, 2007**, to: **Chai, Evolutionary Genetics/Genomics OR Cellular and/or Molecular Biology Search Committee, Department of Biology, Room 247, Farquharson Building**.

Alternate-Stream Appointments in Biology

Applications are invited for two tenure-track alternate-stream appointments at the Assistant Lecturer level. The candidates will have a PhD in Biology or a related scientific field, and have demonstrated experience in teaching life sciences at the post-secondary level. Strong motivation, dedication and interest in innovative, effective approaches to the pedagogy of science at the university level are required. Experience in undergraduate laboratory co-ordination and/or development would be an asset. The successful candidates will be expected to teach courses and co-ordinate laboratories at the undergraduate level, and assist in student advising and in the administration of programs in which the Department of Biology participates. Further information about the Undergraduate Biology program can be found on our web site at: www.yorku.ca/ugbio/

Applicants should forward (as hard copy, only) a curriculum vitae, a teaching dossier (including a statement of teaching philosophy and preference), a summary of any publications, a summary of relevant activities and three references, by **November 30, 2007**, to: **Chai, Alternate-Stream Lecturer Search Committee, Department of Biology, Room 247, Farquharson Building**.

DEPARTMENT OF CHEMISTRY

Biological Mass Spectrometry

Applications are invited for one tenure-stream appointment at the Assistant or Associate Professor level, in the area of Biological Mass Spectrometry. York University is a leader in regional innovation networks that draw together industry and academic research, such as the National Centre for Medical Device Development (NCMD) consortium. The NCMD partners are working together to develop Canada's first public-private research facility in Markham, Ontario, for interdisciplinary research and commercialization of medical devices. In order to build upon our strengths and prominence in medical devices and to expand this area, the successful candidate will be expected to participate in a growing cluster of medical device and related researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work through this leading-edge consortium, including renowned research centres such as the Centre for Research in Mass Spectrometry (CRMS). The successful candidate will have: a PhD, post-doctoral experience in a relevant area; a demonstrated record of research achievement in mass spectrometry with applications to biomedical research and/or disease biomarkers; an interest and desire to collaborate

with medical practitioners and researchers to apply mass spectrometry and ancillary technologies to ultimately effect better patient outcome and care; and an interest and desire in collaborating with teams of researchers in the private sector and other research institutions to develop medical devices that translate the outcomes of research into commercializable products. The successful candidate will be expected to develop a strong, externally funded research program, and to contribute to teaching at the undergraduate and graduate levels. **Application deadline: December 15, 2007.**

Organic Chemistry

Applications are invited for one tenure-stream appointment at the Assistant Professor level, in the area of Organic Chemistry. Of particular interest would be an individual whose research builds on existing departmental research strengths. The successful candidate will have a PhD, post-doctoral experience in a relevant area and an outstanding research record. The successful candidate will be expected to develop a strong, externally funded research program, and to contribute to teaching Organic Chemistry at the undergraduate and graduate levels. Further information about the Department, the University and the position can be found on our web site at: www.chem.yorku.ca. **Application deadline: November 15, 2007.**

Applicants should forward a curriculum vitae, a detailed research plan, a description of teaching philosophy and a summary of research publications, and have three signed references sent directly, by the stated deadline, to: **Chai, Mass Spectrometry OR Organic Chemistry Search Committee, Department of Chemistry, Room 124 CB. Fax: 416.736.5936. E-mail: chemchi@yorku.ca**

DEPARTMENT OF EARTH AND SPACE SCIENCE AND ENGINEERING

Atmospheric Science

Applications are invited for one tenure-stream position at the Assistant Professor level, in the field of Atmospheric Science. Preference will be given to candidates with expertise in areas to complement the existing activities in Atmospheric Science at York University, viz., 3D climate and air quality modelling for Earth and Mars, boundary layer processes, small scale theoretical dynamics, ground based and satellite instrument design (see www.yorku.ca/esse/ for a more complete list) carried out within the Department. Candidates must have a strong commitment to research and teaching, and have a PhD in Atmospheric Science or a related field. The successful candidate will be expected to have or develop strong, externally funded research programs, and to contribute to teaching at the undergraduate and graduate levels.

Applicants should forward a curriculum vitae, an outline of their research plans and single copies of three publications, and the names and contact details of three references, by **December 15, 2007**, to: **Chair, Atmospheric Science Search Committee, Department of Earth and Space Science and Engineering, Room 102, Petrie Science and Engineering Building**.

DEPARTMENT OF MATHEMATICS AND STATISTICS

Category Theory and its Applications

Applications are invited for one tenure-track appointment at the Assistant Professor level. Candidates in the area of Category Theory and its applications to mathematics, computer science or physics will be considered. The successful candidate must have a PhD in hand or near completion (expected in 2008), a proven record of independent research excellence, and superior teaching ability. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity.

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Applications are invited for one tenure-track appointment at the Assistant Professor level, in the area of Mathematical Finance. The successful candidate must have a PhD in hand or near completion (expected in 2008), a proven record of independent research excellence, and superior teaching ability. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity.

Applications are invited for one tenure-track appointment at the Assistant Professor level, in the area of Operations Research. The successful candidate must have a PhD in hand or near completion (expected in 2008), a proven record of independent research excellence, and superior teaching ability. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity.

High-Energy Physics and Theoretical Atomic Physics

tions and laser fields. The Department is involved in high-energy experimental programs at CERN, DESY and Fermilab, as well as in experiments to produce and study anti-hydrogen, laser cooling and atom trapping. Further information about the Department and the University can be found on our web site: www.physics.yorku.ca

Applicants should forward a curriculum vitae, an outline of their research plans and single copies of three publications, and arrange for three reference letters to be sent directly to: **Chair, High-Energy Physics DR Theoretical Atomic Physics Search Committee**, Department of Physics and Astronomy, 128 Petrie Science and Engineering Bldg. Tel: 416.736.5249. Fax: 416.736.5516. E-mail: phas@yorku.ca The review of applications will commence on December 1, 2007.

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accord of research focusing on urban transportation systems from the broad and integrated perspective of sustainability in its social and political-institutional dimensions. (3) Regional-scale modeling and/or simulation of urban systems and/or environment and topics or issues such as hydrology, climate change, air quality, impact of land use change, etc. (4) Other topics of strong quantitative skills and a demonstrated research interest in the above topics are also necessary. Expertise in the following analysis, regional-scale modeling and/or simulation of urban systems and/or transportation in civil and environmental engineering is required. Ability to teach GIS at the graduate level is a plus. (5) Knowledge of physics, with required expertise in heating, air, and mass transfer in buildings, building energy simulation, and/or energy, health, and energy performance of buildings. Expertise in global energy issues and/or environmental impacts of energy consumption and pollution is an asset. The individual selected will be expected to contribute to the research in the following areas: building physics, and to pursue collaborations with other faculty members all at the University of Waterloo. Applicants should have or expect to receive a Ph.D. in a related field, and have a strong commitment to teaching and research. Successful candidates will be required to become licensed professional engineers in their home countries. The University of Waterloo encourages applications from all qualified individuals, including women and members of visible minorities, native peoples and persons with disabilities. All qualified individuals, including women and members of visible minorities and persons with disabilities, are encouraged to apply. For more information, please contact: Dr. J. S. Lam, Associate Professor, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Phone: (519) 885-1211. Fax: (519) 885-1212. E-mail: jslam@cape.uwaterloo.ca. If the position until positions are filled; however, applicants are strongly encouraged to apply.

CIVIL & ENVIRONMENTAL ENGINEERING (MECHANICS)—University of Waterloo. The Department of Civil and Environmental Engineering at University of Waterloo invites applications for the position of Assistant Professor in the area of engineering mechanics. Candidates should have a strong background and research record in areas such as advanced structural analysis, computational mechanics. Applicants must demonstrate proven ability to develop an internationally recognized research program and a strong commitment to teaching at the undergraduate level. Experience with composites and materials. Eligibility for Professional Engineering registration in Ontario is required. We anticipate filling this position of the Assistant Professor by September 1996. However, qualified candidates at all levels are encouraged to apply with billing rank and tenure status.

menturate with academic accomplishments. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, to the attention of the Chair, at the following addresses: telephone and fax numbers at least three references. Mail to Professor Leo Rotenberg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the

Department of Classics at the University of Winnipeg. The University of Winnipeg welcomes applications from qualified individuals for the position of Assistant Professor in the Department of Classics at the rank of Assistant Professor. The Department of Classics is a member of the Association of Canadian University Professors. The position is effective July 1, 2008, subject to the successful completion of the application process. The successful candidate will have a PhD and a minimum of five years of teaching and research experience. Applicants should have a PhD completed or in progress in a field related to the field of teaching, research and scholarship. Duties include teaching, research and scholarship. The Department of Classics is a member of the Association of Canadian University Professors. The Department of Classics is committed to employment equity, welcomes diverse applications from all qualified individuals including women, members of visible minorities, and persons with disabilities. The Department of Classics is in accordance with Canadian immigration requirements, the advertisement is open to all qualified individuals, including permanent residents. Applications, including a complete dossier with three letters of reference, should be sent to the attention of Dr. Jane Cahill, Chair, Department of Classics, University of Winnipeg, 520 Broadway, Winnipeg, MB R3S 2P6. Closing date for receipt of applications: November 15, 2007.

■ **CLASSICS**—York University, the Division of Humanities, Faculty of Arts, York University is seeking applications for a tenure-stream appointment at the Assistant Professor level in the Literature and Culture of Ancient Rome. This appointment is to commence July 1, 2008, and is subject to budgetary approval. Details at <http://www.yorku.ca/acadjobs/index.htm>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/affirmativeaction. For a copy call 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **CLASSICS — Brock University.** The Department of Classics at Brock University invites applications for a probationary tenured position at the rank of Associate Professor to begin 1 July 2008. The Department seeks a person with an outstanding research profile in the visual and material culture of the Roman world. Applicants whose interests lie in northern Africa, Cyprus, or the Western Empire are especially encouraged to apply. The appointee should be actively involved in the direction of archaeological fieldwork and expect to participate in

the Brock University Archaeological Practicum. Responsibilities will include teaching two courses per semester in the Archaeological Practicum. Applicants should be level specialty semesters, supervising MA theses, and may include teaching classics in the practicum. The successful candidate should have a strong record of teaching and scholarly achievement. Classics at Brock University is a vibrant and growing program with a faculty and almost 100 majors, teaching a 0.2 load a variety of courses towards the BA and MA degrees. Areas of specialization include Classical Languages, and Ancient Art and Archaeology. In addition to these major programs, the department is also involved in the development of mythology and civilization to satisfy a general requirement for all first year language students (as well as Greek and Latin at least). The department offers an MA degree in Classics and is actively seeking new faculty. Teaching and Research Studies Program. Review of applications will begin on 30 December 2007 and will continue until the position is filled. Applicants should submit a letter of application accompanied by a curriculum vitae, evidence of successful teaching, and three confidential letters of reference to the following: Dr. Michael J. Carver, Chair, Department of Archaeology, Brock University, 500 Glenridge Ave St Catharines, Ontario, Canada L2S 3A4, Tel: (905) 675-1234, Fax: (905) 675-5755, Email: mcar@brocku.ca. Members of the department will be available to meet with candidates. The American Philological Association and the Archaeological Institute of America are actively committed to diversity and the principles of Employment Equity and Inquiries applications from all groups are encouraged. Applicants include students, people, members of visible minorities, and people with disabilities are especially encouraged to apply. If you are not a member, identify as a member of a designated group as part of that designation. Candidates who are not a member of a designated group, but are a member of one or more designated groups should fill out the Self-Identification form (available at www.aia.org/humanities/images/selfidentification.doc) and include the completed form with their application. For more information on the appointment of Classics, can be found at www.brocku.ca/classics. The position is

■ **CLINICAL PSYCHOLOGY** — York University. York University's Department of Psychology, in the Faculty of Health, is seeking applicants for a tenure-track appointment at the Assistant Professor level, effective July 1, 2008. See our ad in this issue's Careers section.

■ **CLINICAL DEVELOPMENTAL PSYCHOLOGIST**—York University, York University's Department of Psychology, in the Faculty of Health, is seeking applicants for a tenure-track appointment at the Assistant Professor level, effective July 1, 2008. See our ad in this issue's Careers section.

■ **COMMUNICATIONS**—Saint Mary's University, The Sobey School of Business at Saint Mary's University, Department of Marketing Invites applications for a tenure-track position teaching business communication theory and business writing. The candidate will work as part of a team with the Department's communications faculty and editors to deliver a required course to commerce

undergraduates. Applicants will have to have (or soon have) a PhD in Communications, or a related field (such as English, journalism, sociology, and so on), and a strong record of academic, professional, and/or community involvement. The program is designed for students with a background in business communications theory, demonstrated potential for business-related research and publication, evidence of teaching ability, and a strong interest in pursuing their business writing or technical writing careers. The Sobey School of Business at Saint Mary's University is a member of the Association of Universities and Colleges in the Atlantic Provinces and offers AACSB accredited degrees at the undergraduate, graduate, and PhD levels. All students must be Canadian citizens or permanent residents of Canada. Applicants who are not citizens or permanent residents of Canada will be required to demonstrate principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the position description. For more information, contact the program director, Dr. John C. McKeown, at (902) 453-5111 ext. 222. Applicants should mail their CV, letter of application, teaching dossier, if available, and the names and addresses of three references to the Department of Marketing, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3 by the deadline of 15 November 1999.

COMPUTER SCIENCE—University of Waterloo. Applications are invited for one or more senior positions in the Computer Science Department. These are senior positions and include substantial research support and responsibility. The successful candidate will have a strong background in understanding research records in software systems. The successful candidate will have very broadly defined interests in computer science. The University of Waterloo is an excellent graduate school. The University has a strong presence in research, have an active graduate program, and a strong reputation for overall development of the School. A PhD in Computer Science is required. The successful candidate will have a strong background in software systems, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. Applications are requested to continue during the 2008 calendar year. The Chairs are Dr. David R. Cheriton and Dr. David R. Cheriton. The University of Waterloo's David R. Cheriton School of Computer Science is a leading research institution with excellent reputation in pure and applied research and houses a diverse research program. The successful candidate will have recognized capabilities, the School will provide a competitive salary and benefits package. The University of Waterloo is an equal opportunity employer. Both undergraduate and graduate levels. In addition, the University has an enlightened policy on diversity. The University invests in the inventor: this policy has encouraged the creation of many spinoff companies. The University of Waterloo Inc. MapInfo Inc., Open Text Corp. and Research In Motion. Please see our website at www.uwaterloo.ca for more information. Applications should be sent by electronic mail to cheriton@uwaterloo.ca. The University of Waterloo is an equal opportunity employer.

tee on Appointments, David R. Cheriton School of Computer Science 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they

are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

MINING) — University of Alberta: The Department of Computing Science at the University of Alberta is seeking a qualified individual to fill a tenure-track position at the level of Assistant Professor or junior Associate Professor in the areas of databases and/or data mining. Candidates must have a PhD in a related field and a strong background in Engineering, with specialization in one of the above areas. The candidate is expected to establish their own research program, and to supervise graduate students, both the graduate and undergraduate level. The Department highly values curiosity-driven research. The Department is well equipped with state-of-the-art hardware and well-funded research environment, and excellent teaching infrastructure. Its faculty are internationally recognized in their fields.

Our collaborative research partnerships with local, national, and international industries, as well as the University of Alberta's proximity to the provincial capital of Edmonton, is one of Canada's largest and finest teaching and research environments. We offer a wide range of opportunities to undergraduate learning, community involvement, and research excellence. As a result of our commitment to our students and people, Edmonton offers a high-quality, affordable lifestyle and active participation in a natural setting close to the Canadian Rockies. All of this and more is available to you while supporting and sustaining leading-edge research. If research have attracted world-class researchers to our department and to the campus. Further information about the Department of Computing Science is available at <http://www.cs.ualberta.ca/>. The compficon will remain open until a suitable candidate is identified. For more information on the curriculum vitae, a one-page summary of your research and teaching interests, and interests and reprints of the three most significant publications. Interested applicants should send their curriculum vitae to the Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, T6G 2G6, Canada. Please email your curriculum vitae to compficon@cs.ualberta.ca. All qualified candidates are encouraged to apply howev, Canadians and persons with permanent residence in Canada. The University of Alberta hires on the basis of merit. We are committed to the recruitment and retention of a diverse workforce and encourage applications from all qualified persons, including persons with disabilities, members of visible

■ **COMPUTING SCIENCE (GRAPHICS)** — University of Alberta. The Department of Computing Science at the University of Alberta is seeking a qualified individual to fill a tenure track position at the level of Assistant Professor or junior Associate Professor in the areas of computer graphics, visualization and/or human-computer interaction. Candidates must have a PhD in Computing Science or Electrical Engineering, with special

CAREERS CARRIÈRES


www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

York's Faculty of Fine Arts ranks among the leading centres for fine arts education in North America. One of Canada's largest and most comprehensive professional training and research institutions for fine arts and design, the Faculty comprises some 3,200 undergraduate and graduate students and 120 tenure-stream faculty working in all areas of fine arts practice and scholarship. The Faculty includes the departments of Dance, Design, Film, Music, Theatre, and Visual Arts, and a program in Fine Arts Cultural Studies. Further information about the Faculty can be found at www.finearts.yorku.ca

All positions commence **July 1, 2008**, and are subject to budgetary approval. Full positions details can be viewed by clicking on Academic Positions at www.yorku.ca/acadjobs. Salaries will be commensurate with qualifications and experience. Applications for all positions should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3**. The deadline for completed applications is **December 1, 2007**.

Faculty of Fine Arts

TENURE-TRACK APPOINTMENTS

DEPARTMENT OF DANCE

The Department of Dance, the largest in Canada, is in growth mode in both undergraduate and graduate studies. In 2006, the Department moved into an impressive, new high tech facility that includes eight dance studios, a proscenium theatre, a recital hall and a digital cinema. Core BA and BFA curriculum currently includes modern and ballet techniques, with additional offerings in world dance techniques. The Department currently offers an MA in Dance, an MFA in Choreography and Dance Dramaturgy and a PhD in Dance Studies are expected to commence in Fall 2008.

Choreography

Applications are invited for a full-time tenure-track position in Choreography (rank open). The Department seeks a recognized artist with demonstrated success in choreography at the professional level, with a national or international reputation. Substantial experience in performance and/or artistic direction, and in teaching a movement technique is required, plus an MFA or equivalent professional and scholarly experience. Applicants must have additional expertise in one or more of the following areas as a secondary teaching or research field: dance science/somatic education; movement analysis; dance dramaturgy; dance documentation and reconstruction; dance film/video; dance studies. Experience teaching at the post-secondary level is required, as well as excellence, or promise of excellence in teaching and artistic creation/research. At the undergraduate level, the position requires the teaching of composition/choreography and movement technique, as well as periodic artistic direction of the York Dance Ensemble, a pre-professional dance company for gifted upper-level students. The successful applicant may also be requested to design and deliver new courses, and participate in the creation of new certificate/diploma programs. At the graduate level, the appointee will play a major role in developing and teaching in the new MFA Choreography program, and will be involved in graduate teaching and supervision. The successful candidate should be suitable for immediate or imminent appointment to the Faculty of Graduate Studies. The successful applicant will be expected to make regular and substantial service contributions to the Department, Faculty and University – a duty expected of all tenure-stream faculty.

Applicants should forward a letter of application, including an up-to-date curriculum vitae, a statement of research and teaching interests, the names, addresses and e-mails of three referees, teaching evaluations, and reviews and video tapes/DVDs of choreographic work, to: **Dr. Mary Jane Warner, Chair, Department of Dance, Room 301, Accolade East Building, Fax: 416.736.5743, E-mail: mjwarner@edu.yorku.ca**

Design and Production for Dance

Applications are invited for a full-time tenure-track position at the rank of Assistant Professor in Design and Production for Dance. The Department seeks a candidate with a national or international reputation, experience in lighting design and production management, and demonstrated experience at the professional level. At the undergraduate level, the position requires the teaching of dance production and lighting design. The successful candidate will oversee all aspects of dance production and serve as lighting

designer, or supervise student lighting designers on departmental performances. The position may involve graduate teaching and supervision. The successful candidate should be suitable for prompt appointment to the Faculty of Graduate Studies. The qualified candidate will hold an MFA degree in Production or Design, and/or have equivalent professional experience. Experience teaching at the post-secondary level is required, as well as excellence, or promise of excellence in scholarship, teaching and/or artistic creation/research. The successful applicant may also be requested to design and deliver new courses, and participate in the creation of new certificate/diploma programs. Experience in team teaching would be an asset. The applicant will be willing to make regular and substantial service contributions to the Department, Faculty and University – a duty expected of all tenure-stream faculty.

Applicants should forward a letter of application, including an up-to-date curriculum vitae, a statement of creative research and teaching interests, the names, addresses and e-mails of three referees, and evidence of successful teaching experience, to: **Dr. Mary Jane Warner, Chair, Department of Dance, Room 301, Accolade East Building, Fax: 416.736.5743, E-mail: mjwarner@edu.yorku.ca**

DEPARTMENT OF DESIGN

The Department of Design provides leadership and excellence in design education and design research in Canada. The York/Sheidan Joint Program in Design was the first program in Ontario to offer the Bachelor of Design Honours Degree. The York Master of Design (M.Des.) program is the first master's degree program in Design in Ontario. The B.Des. (Honours) curriculum focuses upon all aspects of design studies, visual communication design, information design and interactive multimedia. The M.Des. focuses on contemporary research in support of excellence in design.

Graphic Design/Visual Communication

Applications are invited for a tenure-track position at the rank of Assistant Professor in Graphic Design/Visual Communication. The preferred candidate will be a print-based designer/educator with extensive art/creative direction experience and a strong industry and media network. Teaching responsibilities will include graduate and undergraduate courses in one or more of the following areas: design fundamentals; typography; editorial design; book design; typeface design; communication design; package design. The successful candidate will be expected to be actively engaged in, or willing to develop an individual program of research in design theory and/or practice. In addition, this appointment requires participation in departmental governance, committee work, and graduate curriculum development and growth. The preferred candidate should have a master's degree or equivalent, a record of professional achievement, as well as teaching experience at the post-secondary level. The candidate should possess, or be willing to obtain, membership as a practitioner or educator in professional design organizations. The successful candidate should be suitable for prompt appointment to the Faculty of Graduate Studies.

Applicants should forward an up-to-date curriculum vitae, a letter of application stating their interests and experience in areas of print-based graphic design/visual communication, examples of creative work on CD/DVD or online, a statement of teaching philosophy and

practice, examples of students' work (if available), and three current letters of reference to: **Design Search Committee, c/o Barb Batke, Administrative Assistant, Department of Design, Room 4008, Technology Enhanced Learning Building, Tel: 416.736.2100, ext. 77434, Fax: 416.736.5450, E-mail: bbatke@yorku.ca, Website: www.design.yorku.ca**

DEPARTMENT OF FILM

York's Department of Film is recognized as one of the premier centres for film production, screenwriting, and cinema and media studies. Housed in the largest film and theatre teaching complex in Canada, the faculty includes award-winning filmmakers, screenwriters, and internationally acclaimed film theorists, historians and critics. With two Canada Research Chairs and faculty who specialize in a variety of fields (including: film history and film theory; Chinese, Japanese and African cinemas; Canadian cinemas; documentary films; new media theory), Cinema and Media Studies at York offers students an expansive range of courses at both the graduate and undergraduate levels. The Department anticipates inaugurating a PhD program in Fall 2008.

Cinema and Media Studies

Applications are invited for a full-time tenure-track position at the rank of Assistant or Associate Professor in Cinema and Media Studies. Responsibilities of the position will include teaching a full range of appropriate undergraduate and graduate courses, supervising graduate thesis work, serving on Department, Faculty and University committees, student advising, and curriculum development. Specialization in one or more of the following is required: film theory; European cinemas; cross-cultural cinema; globalization and cinema. Applicants should hold a PhD in Film Studies or a related discipline, and have, or demonstrate the potential for, a distinguished and active program of research and publication, as well as an excellent record of teaching and supervision at both the undergraduate and graduate levels. The Department welcomes a working knowledge of both of Canada's official languages, and the ability to participate in cross-disciplinary doctoral work in: philosophy; political science; social and political thought; history; communications and culture. The successful candidate should be suitable for prompt appointment to the Faculty of Graduate Studies.

Applicants should forward a letter of application, a curriculum vitae, three letters of reference, and a brief writing sample to: **Brenda Jongfellow, Chair, Department of Film, Room 220, Centre for Theatre and Film, Fax: 416.736.5710, E-mail: b.jongfellow@sympatico.ca**

DEPARTMENT OF MUSIC

The Department offers comprehensive performance programs in classical, jazz and world music. Additional offerings include courses in contemporary improvisation, composition (jazz, film, classical and digital), music technology, history of music theory, musicology, ethnomusicology, and music education. Current degree offerings include BA, BA Honours, BFA Honours, MA and PhD. The Department of Music seeks individuals who can respond to the opportunities created by a diverse and extremely talented student body.

CAREERS CARRIÈRES



www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Since its founding in 1959, York University has continued to grow, to innovate, and to evolve. Now Canada's third-largest university, York has a student population of 51,000, and an alumni community of more than 190,000. Committed to a superior student experience, the University has an international reputation for excellence in research, teaching and practice in innovative undergraduate, graduate and professional programs. In addition to the new Faculty of Health, York University delivers programs through to other faculties. The University has 22 research centres and institutes.

The Faculty of Health is responding to the growing need for innovative, interdisciplinary education and research on health, bringing together the Schools of Kinesiology and Health Science, Health Policy and Management, and Nursing, and the Department of Psychology in an integrated, holistic community. It brings together a range of disciplinary perspectives on health from the sciences, social sciences, nursing, management and administration, humanities, and informatics. Students and researchers in the Faculty of Health engage in a wide scope of inquiry in the study of health, ranging from experimental and epidemiological techniques to clinical case studies, policy analyses and a variety of phenomenological and critical methods.

Research emerging from the Faculty focuses not only on hospitals and clinics, but also on local and global communities, urban and rural social conditions, and the interactions between the economic environment and health. It includes a broad spectrum of both basic and applied research. The goal is to break down barriers and provide genuine leadership in responding to the changing definition and needs of health in Canada and internationally.

The following opportunities within the Faculty of Health will commence July 1, 2008, subject to final budgetary approval. Applications for all positions should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.** The successful candidates must be suitable for prompt appointment to the Faculty of Graduate Studies.

Faculty of Health

TENURE-TRACK APPOINTMENTS

SCHOOL OF KINESIOLOGY AND HEALTH SCIENCE

Applications are invited for three tenure-track appointments at the Assistant Professor level in the following areas:

Musculoskeletal Biomechanics

Expertise in muscle and/or bone mechanics, with an emphasis on the mechanisms of injury or disease, is necessary. The successful applicant will be required to teach anatomy at the undergraduate level.

Cardiovascular Physiology

Expertise in either vascular or cardiac physiology, with an emphasis on the cellular or molecular levels, is required.

Neuroscience/Rehabilitation/Athletic Therapy

Expertise in cellular/molecular approaches to neurological aspects of exercise, with a focus on rehabilitation and injury, is required. Preference would be given to an individual who works at both the basic science and patient population levels, and holds athletic therapy certification.

Duties will include: undergraduate and graduate teaching; supervision of the graduate program in kinesiology and health science (MA, M.Sc. and PhD); conducting a major program of research; academic service responsibilities. A PhD (or equivalent) is required. Candidates must demonstrate competence in undergraduate teaching, the present master's and doctoral programs cover health-related aspects of exercise physiology, motor control, biomechanics, psychology and fitness. A previous and promising publication record in refereed journals is essential. High priority will be given to candidates with the ability to develop a productive research program supported by external funding.

Applicants should send a curriculum vitae, a covering letter stating future research goals and three relevant reprints, and arrange for three letters of reference to be sent, by **December 1, 2007**, to: **Dr. Ira Jacobs, Chair, School of Kinesiology and Health Science, Bethune College, Room 333A. E-mail: kinchair@yorku.ca.** Further information about the school can be obtained at www.kinesiology.yorku.ca and www.yorku.ca/ka/s

SCHOOL OF NURSING

The School of Nursing has four undergraduate BScN programs and an online MSN. Initial planning for a doctoral program in Nursing is underway. Our rapidly expanding, internationally recognized programs offer an innovative curriculum founded in nursing science.

OWHC Endowed Chair in Women's Mental Health Research

Applications are invited for a tenure-track appointment as the inaugural Ontario Women's Health Council (OWHC) Chair in women's mental health research (rank open). A PhD (or equivalent) is required in a health or related discipline, along with an outstanding record of scholarship in women's health, evidenced by an established program of research, successful track record of funding, major publication record, graduate student teaching and supervision. The Chair is a leading scholar who will play a catalytic role in mounting a university-wide program in Women's Mental Health, with an emphasis on mechanisms that integrate research and training. Responsibilities will include: conducting a major program of research; undergraduate and graduate teaching and supervision; academic leadership and service responsibilities. The Chair will have a primary academic appointment in the School of Nursing, Faculty of Health. However, the scope of the Chair's activities will be university-wide and include partnerships with the regional, national and international community. Emphasis in the last five years will be on the mental health needs of special populations. Preference will be given to candidates who have expertise in one or more of the following fields: immigrant women and their families; women in low-income communities; female adolescents and young adults; nursing workforce and student life. A deep understanding is required of the broad determinants of women's health and their impact on health promotion opportunities (e.g. poverty) and illness behaviour (e.g. access to health-care services).

Applicants should send a curriculum vitae, a statement of research and teaching interests, and relevant reprints, and arrange for three letters of reference to be sent, by **January 1, 2008**, to: **Dr. Harvey Skinner, Dean, Faculty of Health, Room 1012M, CSEB Building. Tel: 416.736.5031. Fax: 416.736.5760. E-mail: healthdn@yorku.ca.** Further information about the Faculty and School can be obtained at www.health.yorku.ca and www.watson.yorku.ca/NURS

Faculty Appointments

Applications are invited for up to four professorial tenure-track positions at the Assistant or Associate Professor level (appointment with tenure at the rank of Associate Professor is possible if the candidate already holds tenure in a recognized program at another university). Responsibilities will include: teaching and supervising undergraduate and graduate programs; conducting a major program of research; providing academic services. All candidates must have a doctoral degree (PhD or equivalent), preferably in Nursing, completed by the commencement of appointment. Candidates registered with the College of Nurses of Ontario (CNO) must provide their registration number when applying. In exceptional circumstances, candidates who are not eligible for registration at the time of appointment may be considered (for example, in the case of a senior scholar with a strong record of teaching and research excellence with registration in another country). Successful candidates would normally be expected to become eligible for CNO registration within the first two years of the

appointment. Proof of academic credentials is required prior to appointment. The School is seeking candidates with teaching and research expertise. Knowledge of, and experience with, nursing theories and the caring/human science paradigm is preferred, as is expertise in quantitative and/or qualitative research methods. Preference will be given to candidates with effective teaching and communication skills, relevant clinical expertise, experience in graduate-level teaching and supervision, and skills in technology-enhanced distance education. Evidence of involvement in a research and publication program is essential. Scholars at the level of Associate Professor must have an established program of research, graduate supervisory experience, substantive research funding, and a strong publication record. Scholars at the level of Assistant Professor must demonstrate evidence of a beginning program of scholarship, including research and publications, and be eligible for external research funding and grants.

York University is a leader in interdisciplinary social, health and human science research. Outreach efforts enable partnerships between researchers and policy makers. To address the complex and challenging issues facing both scholars and policy makers, the University sustains high-quality empirical research informed by a diverse range of theory and methods. To build upon our strengths and prominence in Quantitative Methods in Social Research (QMSR), a successful candidate with quantitative expertise will be strongly encouraged to participate in a growing cluster of QMSR researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work, including renowned research centres such as the Institute for Social Research (ISR). A significant component of this work focuses on health research.

Applicants should send an up-to-date curriculum vitae and separate statements of research and teaching experience and interests, and arrange for three signed letters of reference to be sent, by **January 15, 2008**, to: **Dr. Lesley Beagrie, Director, School of Nursing, Room 313, HNES Building. Tel: 416.736.5271. Fax: 416.736.5714. E-mail: nursjobs@yorku.ca**

DEPARTMENT OF PSYCHOLOGY

Clinical Psychology

Applications are invited for a tenure-track appointment at the Assistant Professor level in (adult) Clinical Psychology – one of six graduate areas of specialization. York's Department of Psychology is one of the largest in North America. Our program in clinical psychology subscribes to the scientist-practitioner model, and is both CPA- and APA-accredited. The successful candidate will be expected to: teach both undergraduate and graduate courses; provide clinical supervision of graduate students; conduct a major program of research. A PhD in Clinical Psychology, preferably from an accredited clinical program that includes an accredited internship, is required. Applicants must be registered, or eligible for

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registration, with the College of Psychologists of Ontario. Candidates must have a promising research program and publication record. Preference will be given to candidates with expertise in qualitative research methods, health psychology, or addictions.

Clinical-Developmental Psychology

Applications are invited for a tenure-track appointment in Clinical-Developmental Psychology at the Assistant Professor level. Our Clinical-Developmental Program, one of six areas of graduate specialization, is CPA- and APA- accredited, and its faculty are a diverse, dynamic group of scientist-practitioners. Candidates should have a promising program of research, publication record, and specialization in one of the following three areas of health or mental health: mental health (particularly internalizing disorders); paediatric neuropsychology/neuropathology; developmental and/or physical disabilities. Excellent candidates with specific interests in other areas, such as intervention, prevention, program evaluation, or other areas of child and adolescent psychology,

will be considered. Graduate and undergraduate teaching and supervision in these areas will be expected. A PhD in Clinical Psychology, preferably from an accredited clinical program that includes an accredited internship, is required, and applicants must be registered, or eligible for registration, with the College of Psychologists of Ontario.

Applicants should send a curriculum vitae, indicating position of interest, a statement of research and teaching interests, and relevant reprints, and arrange for three letters of reference to be sent, by December 1, 2007, to: Professor Laurence Harris, Chair, Department of Psychology, Faculty of Health, 296 BSB, Tel: 416.736.5116, Fax: 416.736.5814, E-mail: psych@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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ster@sfu.ca. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see http://www.sfu.ca/academic/Faculty_Openings/Collection_Notice.html.

ECONOMICS – Wilfrid Laurier University. Wilfrid Laurier University, School of Business and Economics, Department of Economics. Applications are invited for a tenure-track appointment commencing July 1, 2008 at the rank of Assistant Professor. Candidates will hold, or will have nearly completed, a PhD in economics, and be able to demonstrate that they will establish themselves as recognized scholars, and be good teachers at all levels. While outstanding applicants in all fields will be considered, the department is particularly interested in candidates in environmental economics, macroeconomics and economic history. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. If you wish to identify yourself as a member of one of these groups, you may write under separate cover in confidence to Dean Ginny Byrnes, School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Specify that you are applying for a tenure-track position in the Department of Economics. This position is subject to budgetary approval. Applications by email are preferred, and should be sent to eco@wlu.ca. Applications should include a covering letter, curriculum vitae, a link to your job market paper if it is on-line, a pdf file otherwise, and the names of three referees with email addresses. The review of applications will begin on November 15, and will continue until the position is filled. Please address your application to Dr. Terry Levesque, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

ECONOMICS – University of Windsor. The University of Windsor invites applications for a tenure-track position in the Department of Economics at the rank of Assistant Professor or Lecturer commencing July 1, 2008. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Peter Towhey, Head, Department of Economics, University of Windsor, Windsor, Ontario, N9B 3P4, Phone: (519) 253-3000, Ext. 2368, Fax: (519) 973-0986. Although electronic applications will not be accepted, inquiries may be made to eco@uwindsor.ca. For information on the University of Windsor at the City of Windsor, contact Dr. Janice Olasko, Director, Faculty Recruitment at 877-665-6529 (Toll free) or visit our website at www.uwindsor.ca. North America call collect outside of North America at (519) 561-1432 or E-mail: eco@uwindsor.ca.

EDUCATION – Brock University. The Faculty of Education invites applications for a tenure-track professorial appointment at the rank of Assistant Professor in the area of Assessment and Evaluation. The appointment, subject to budgetary approval, will commence July 1, 2008. The preferred candidate will possess an earned doctorate in education or equivalent (ABO candidates nearing degree completion will be considered), an excellent command of English, knowledge of assessment and evaluation practices in elementary and/or secondary education, knowledge base in the field, and evidence of a strong commitment to scholarship and publication in one or more of the following areas: K-12 student achievement testing; assessment policy; educational assessment theory and practice; program evaluation. Successful teaching experience with elementary and/or secondary school students is required. The successful candidate will be expected to teach courses in assessment and evaluation, participate in overseeing practice teaching within the Faculty of Education's counselling group model, and supervise graduate students' research. There will also be opportunity to teach in the Gradu-

ate/Undergraduate Department and Continuing Teacher Education as time permits. Areas of application of interest include: a) the research of candidates in the field of assessment and evaluation; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to Dr. James Heup, Dean, Faculty of Education, Brock University, St. Catharines, ON, L2S 3A1. Email address: esearch@brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification form available at <http://www.brocku.ca/humanrights/images/self-identification.doc> and include the completed form with their application. More information on Brock University may be found on the university website www.brocku.ca. Brock University is located in St. Catharines, an urban centre in the heart of the Niagara Region, a UNESCO World Biosphere Reserve.

EDUCATION (TEACHING METHODS) – Brock University. The Faculty of Education invites applications for a tenure-track position in the area of Teaching Methods (Elementary Education) at the rank of Assistant Professor. The position is subject to budgetary approval, will commence July 1, 2008. The preferred candidate will possess an earned doctorate in education or equivalent (ABO candidates nearing degree completion will be considered), an excellent command of English, knowledge of elementary and/or secondary teaching methods in the Ontario context, and evidence of a strong commitment to scholarship and publication. Successful candidates will be expected to teach courses in teaching methods in elementary and/or secondary education to pre-service teacher candidates, supervise practice teaching and supervise graduate students' research. There will also be opportunity to teach in the Graduate/Undergraduate Department and Continuing Teacher Education as time permits. Areas of application of interest include: a) the research of candidates in the field of teaching methods; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to Dr. James Heup, Dean, Faculty of Education, Brock University, St. Catharines, ON, L2S 3A1. Email address: esearch@brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification form available at <http://www.brocku.ca/humanrights/images/self-identification.doc> and include the completed form with their application. More information on Brock University may be found on the university website www.brocku.ca. Brock University is located in St. Catharines, an urban centre in the heart of the Niagara Region, a UNESCO World Biosphere Reserve.

EDUCATION EN SCIENCE DE LA NATURE – McGill University. Le Département d'Études Intégrées en éducation est à la recherche de candidats au poste de professeur adjoint en Enseignement des sciences de la nature, conduisant à la poursuite d'études de premier cycle. La personne choisie aura de l'expérience dans les domaines suivants: l'enseignement des sciences en milieu scolaire; b) enseignement universitaire de cours de méthodologie scientifique de niveau pré-maîtrise et/ou secondaire; c) supervision des stages scientifiques; d) direction de recherche scientifique et publication d'ouvrages scientifiques. La personne devra détenir un doctorat en éducation ou en sciences de la nature, ou un diplôme équivalent, et avoir une expérience de l'enseignement des sciences, au minimum, un baccalauréat en éducation. Les candidats doivent posséder des connaissances dans des domaines scientifiques et technologiques connexes. Les lettres de recommandation doivent être envoyées à: M. Jean-Pierre McGill, directeur du département, Université McGill, 1205 Avenue McTavish, Montréal, Québec H3A 2K4. Les lettres de recommandation doivent être envoyées à: M. Jean-Pierre McGill, directeur du département, Université McGill, 1205 Avenue McTavish, Montréal, Québec H3A 2K4. Les lettres de recommandation doivent être envoyées à: M. Jean-Pierre McGill, directeur du département, Université McGill, 1205 Avenue McTavish, Montréal, Québec H3A 2K4.

ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo. The Department of Electrical and Computer Engineering at the University of Waterloo, invites applications for a number of tenure-track and tenure-eligible faculty positions. The positions will be based on the qualifications and academic records of the candidates. Exceptional candidates are being sought in most areas of computer engineering, software engineering, and nanotechnology. Areas of interest include: VLSI/circuits, information systems, photonics, MEMS, signal/image processing, computer/mechanical, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will be considered. For more information on current openings, visit <http://www.ece.uwaterloo.ca>. Applications should be sent to the Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Email address: ecerec@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo is committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification form available at <http://www.uwaterloo.ca/humanrights/images/self-identification.doc> and include the completed form with their application. More information on Brock University may be found on the university website www.brocku.ca. Brock University is located in St. Catharines, an urban centre in the heart of the Niagara Region, a UNESCO World Biosphere Reserve.

ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo. The Department of Electrical and Computer Engineering at the University of Waterloo, invites applications for a number of tenure-track and tenure-eligible faculty positions. The positions will be based on the qualifications and academic records of the candidates. Exceptional candidates are being sought in most areas of computer engineering, software engineering, and nanotechnology. Areas of interest include: VLSI/circuits, information systems, photonics, MEMS, signal/image processing, computer/mechanical, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will be considered. For more information on current openings, visit <http://www.ece.uwaterloo.ca>. Applications should be sent to the Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Email address: ecerec@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo is committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification form available at <http://www.uwaterloo.ca/humanrights/images/self-identification.doc> and include the completed form with their application. More information on Brock University may be found on the university website www.brocku.ca. Brock University is located in St. Catharines, an urban centre in the heart of the Niagara Region, a UNESCO World Biosphere Reserve.

terio benefit from close connections with the many high technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the Best Overall university by reputation in Canada for the past 13 years. It is located in the active two-university community in the Region of Waterloo (population of 400,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three referees to the Faculty Search Committee, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1. Email address: search@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING – University of Victoria. The Department of Electrical and Computer Engineering at the University of Victoria, is seeking applications from outstanding candidates to fill a tenure track faculty position at the Assistant Professor level. The position is in the area of communications applications with specific interests that include, but are not limited to, adaptive signal processing, and sensor applications, involving wireless technology, and microscale systems. Duties will include teaching and supervising graduate students, graduate student supervision, and research. A PhD or equivalent qualification is required. Candidates must have a strong background in the field of communications, and be a professional engineer, or be eligible for registration. Salary will be commensurate with qualifications and experience. The Department has 28 regular faculty members, four of whom are Fellows of the Royal Society of Canada. The Department has a strong research focus in the areas of communications, signal processing, computer engineering, control systems, and nanotechnology. Areas of interest include: VLSI/circuits, information systems, photonics, MEMS, signal/image processing, computer/mechanical, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will be considered. For more information on current openings, visit <http://www.ece.uvic.ca>. Applications should be sent to the Department of Electrical and Computer Engineering, University of Victoria, Victoria, British Columbia, V8W 2Y2. Email address: ecerec@uvic.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Victoria is committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification form available at <http://www.uvic.ca/humanrights/images/self-identification.doc> and include the completed form with their application. More information on Brock University may be found on the university website www.brocku.ca. Brock University is located in St. Catharines, an urban centre in the heart of the Niagara Region, a UNESCO World Biosphere Reserve.

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gy and medical robotics, (iii) information and communications technologies: high speed and low power integrated circuit design, FPGA design for embedded systems, multimedia digital signal and image processing, sensor networks, internet and wireless multimedia, (iv) Nanotechnology: micro and nano electromagnetic systems (MEMS and NEMS), BioMEMS, solid state electronics, nanoscale, plasmonic and quantum devices, (v) Energy Systems: Photovoltaic devices, magnetic and electric energy conversion methods and devices. Candidates must have earned (or expect) a PhD in electrical and computer engineering or a closely related area, a solid publication record and have a strong commitment to research and teaching. Postdoctoral and/or industrial experience is an asset. Successful candidates will be expected to develop a significant independent research program with external funding, supervise graduate students in their field of interest, and teach postgraduate and undergraduate courses in electrical and computer engineering. Regardless of their educational background, all successful candidates will be required in due course to become licensed professional engineers in the Province of Alberta. The University of Victoria is a member of one of Canada's foremost research-intensive universities. The campus is situated on the south bank of the Nanaimo River, with quick and convenient access to the city centre. The greater Edmonton area is a world-class research and development hub, and offers a diverse array of cultural and sporting activities year round. The Department of Electrical and Computer Engineering is undergoing a major expansion and is committed to securing a position among the leading research departments in the province. 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CAREERS CARRIÈRES

of recommendation sent directly (by the referee) by email to CompPGASearch@utoronto.ca. Applications and references should be received by January 15, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, priority will be given to Canadian Citizens and Permanent Residents.

■ ELECTRICAL & COMPUTER ENGINEERING (INFORMATION SECURITY) – University of Toronto. The Edward S. Rogers Sr. Department of Electrical and Computer Engineering at the University of Toronto invites applications for a tenure-stream Assistant or Associate Professor position in the area of Information Security, beginning July 1, 2008. Research areas of interest include: identity, privacy and security information technologies for computer networks, distributed systems, sensor and networked systems, embedded systems, computer architecture and system security. Candidates must have (or be able to receive) a PhD in the relevant area. The department ranks among the top 10 ECE departments in North America. It attracts outstanding students, has excellent facilities, and is ideally located in the middle of a vibrant, artistic, and diverse cosmopolitan city. The department offers highly competitive salaries and startup funding, and faculty have access to significant Canadian research opportunities and infrastructure grants. Additional information can be found at www.ece.utoronto.ca. The successful candidate is expected to pursue excellence in research and teaching at both the graduate and undergraduate levels. The successful candidate will join a highly active research group in computer and communications engineering. Applicants must submit their application by electronic mail to Professor Dorothea Haezler, Chair, the Edward S. Rogers Sr. Department of Electrical

and Computer Engineering, University of Toronto using the following address: InfoSecSearch@utoronto.ca. Please submit only Adobe Acrobat PDF documents. Applicants must submit their application by electronic mail to Professor Peter Lehn, Energy Systems Search Committee Chair, the Edward S. Rogers Sr. Department of Electrical and Computer Engineering, University of Toronto using the following address: EnergySearch@utoronto.ca. Please submit only Adobe Acrobat PDF documents. Applicants will receive an email acknowledgment of their application. All qualified candidates are encouraged to apply; however, priority will be given to Canadian Citizens and Permanent Residents.

■ ELECTRICAL & COMPUTER ENGINEERING (POWER ENGINEERING) – University of Toronto. The Edward S. Rogers Sr. Department of Electrical and Computer Engineering at the University of Toronto invites applications for a tenure-stream Assistant or Associate Professor position in the general area of power engineering. Research areas of particular interest include: operation and control of future transmission and distribution systems, distributed generation and energy storage systems. Candidates must have (or be able to receive) a PhD in the relevant area. The department ranks among the top 10 ECE departments in North America. It attracts outstanding students, has excellent facilities, and is ideally located in the middle of a vibrant, artistic, and diverse cosmopolitan city. The department offers highly competitive salaries and startup funding, and faculty have access to significant Canadian research opportunities and infrastructure grants. Additional information can be found at www.ece.utoronto.ca. The successful candidate is expected to pursue excellence in

research and teaching at both the graduate and undergraduate levels. The successful candidate will join a highly active research group in Energy Systems. Applicants must submit their application by electronic mail to Professor Peter Lehn, Energy Systems Search Committee Chair, the Edward S. Rogers Sr. Department of Electrical and Computer Engineering, University of Toronto using the following address: EnergySearch@utoronto.ca. Please submit only Adobe Acrobat PDF documents. Applicants will receive an email acknowledgment of their application. All qualified candidates are encouraged to apply; however, priority will be given to Canadian Citizens and Permanent Residents.

■ ELECTRONICS – Carleton University. The Department of Electronics has recently opened an exciting growth phase and invites applications for a tenure-track position at the Associate Professor level, in the area of advanced device modeling related to communications, computing, sensing and power conversion applications. The successful applicant must have a PhD degree, exceptional teaching ability across a broad range of ECE courses, and strong recent research achievements with a practical focus. The Department is interested in candidates with an integrated device modeling background to complement existing strengths and explore areas such as nanometre/VLSI interconnections with MEMS/bioMEMS/phonics devices and sensors, high-efficiency

GaN power devices, organic electronic devices and integrated energy harvesting devices. Consideration priority will be placed on the overall excellence of the candidate and on the track record of multidisciplinary teaching achievements. The successful candidate will also be expected to teach in the graduate programs of the Department. Membership in a Canadian professional engineering association is required at the time of appointment or within two years of the time of appointment. The Department of Electronics has a long history of research excellence in semiconductor device technology and physics, mixed-signal and analog design, and CMOS technology, microfluidics and photonics, and CAD for discrete and semiconductor devices. The Department has superb infrastructure to support research in these fields, including a complete silicon microfabrication facility (see www.doe.carleton.ca for details). Strong research collaboration exists with the National Research Council, the Communications Research Centre, and local industry. Carleton University is located in the heart of Ottawa, Canada's capital. The city is renowned for its high quality of life, cultural activities, and outdoor recreation. Applicants, with a detailed curriculum vitae and the names of at least three referees, should be sent to Dr. Langley Roy, Chair, Department of Electronics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6, Telephone (613) 520-5754, Fax (613) 520-5708, Email: roy@doe.carleton.ca. The anticipated start date is July 1, 2008. Applications should be submitted by November 30, 2007, but applications will be reviewed and considered beyond that date if the position remains unfilled. All qualified candidates are encouraged to apply. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, innovation, and local strength. We welcome those who would contribute to the diversification of our faculty and our community, including but not limited to women, visible minorities, Aboriginal persons, and persons with disabilities. In accordance with our anti-discrimination requirements, priority will be given to Canadian citizens and permanent residents.

■ ENGLISH – University of Ottawa. The Department of English of the University of Ottawa invites applications for a tenure-track position for a specialist in Canadian Literature at the rank of Assistant Professor. The appointment will commence on July 1st 2008. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. The successful candidate will participate in undergraduate and graduate teaching programs as well as in other academic activities within the department. For more detail on our programs please visit: www.uottawa.ca/academic/

arts/english/. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Send curriculum vitae, transcripts, a writing sample, and have three confidential letters of reference sent direct to Dr. Frans De Bruyn, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. The deadline for applications is 30 November 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, Aboriginal persons, members of visible minorities and people with disabilities are encouraged to apply. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to its own students in both official languages. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. This position is pending budgetary approval.

■ ENGLISH (EARLY MODERN LITERATURE) – University of Toronto Scarborough. Applications are invited for a tenure-stream position at the rank of Assistant Professor in English in the Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2008. Candidates must have a PhD in hand, with a specialization in Early Modern Literature in English. A focus on drama would be particularly welcome. Duties include undergraduate teaching, graduate teaching and supervision, and research. Applicants must demonstrate excellence in both research and teaching. Salary will be commensurate with qualifications and experience. The University of Toronto is a multicultural university with a unitary graduate department. UTSC is a research-intensive institution with an interdisciplinary commitment to excellence in research and teaching across a wide range of languages. Additional information on the Department can be found at www.utoronto.ca/humanities/utsc/index.html. Applicants should send a letter of application, a current curriculum vitae, a writing sample and teaching materials to Professor William R. Bowen, Chair, Department of Humanities. Three letters of reference should be sent directly to Professor Bowen. Applications and reference letters may be submitted electronically (preferred) to EnglishSearch@utoronto.ca or mailed to Early Modern Literature in English Search, Department of Humanities, 1265 Midland Avenue, Scarborough, M1C 3A4, Canada. The closing date for applications is November 15, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and members of sexual minority groups, and others who may contribute to

the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

■ ENGLISH/CREATIVE WRITING – Dalhousie University. The Department of English at Dalhousie University invites applications for a ten-month seasonal position in Creative Writing and English at the Lecturer/Assistant Professor level, effective August 1, 2008, subject to budgetary approval. The successful applicant will teach one and a half credits in Creative Writing and one in English literature. Applicants are sought with expertise in writing process and fiction. The applicant should preferably already possess a PhD in English or a minimum be near completion of it, an MA or MFA in Creative Writing would be an asset. The candidate should have a strong publishing résumé in Creative Writing with at least two creative works published by reputable publishers. Preference will be given to those with experience in university-level teaching. Applications, which must include a complete curriculum vitae, a statement of writing and teaching interests and philosophies, as well as three confidential letters of reference forwarded by the referees, should be sent in hard copy to Dr. Melissa Farrow, Chair, Department of English, Dalhousie University, Halifax, Nova Scotia, B3H 4P9. The deadline for receipt of applications is November 30, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, visibly disabled persons, and women.

■ ENVIRONMENTAL & HEALTH STUDIES – Glendon College, York University. The Environmental and Health Studies Program in the Department of Multidisciplinary Studies, invites applications for a tenure-stream position at the rank of Assistant Professor. Context: Glendon College is the bilingual (English-French) liberal arts Faculty of York University, offering a variety of programs in the humanities and social sciences. Enrollment is about 2500 students on a scenic campus in the heart of the cosmopolitan city of Toronto. Glendon is committed to high-quality teaching in the liberal arts tradition and offers a vibrant, MSc 3M4, and graduate academic experience for students within one of Canada's largest universities. For information on our research and specific programs, please consult the Faculty webpage at www.glendon.yorku.ca. Position: The successful candidate will be expected to teach, in English and French, undergraduate courses in Natural Science

SFU

SIMON FRASER UNIVERSITY
THINKING OF THE WORLD

FACULTY OF BUSINESS ADMINISTRATION TENURE TRACK POSITIONS

The Faculty of Business Administration at Simon Fraser University invites applications for the following tenure-track positions:

ACCOUNTING (two positions) – Applications in all areas of accounting including financial, managerial, auditing and taxation are invited. Ph.D. required although ABD near completion considered; professional accounting designation preferred. **Rank: Assistant Professor.**

FINANCE (one position) – Requires demonstrated teaching proficiency at the undergraduate and graduate levels and a record of high quality research output (junior applicants should demonstrate research and teaching potential). Applications in all areas of finance are invited. Ph.D. required or near completion. **Rank: Open.**

TECHNOLOGY AND OPERATIONS MANAGEMENT (one position) Data and Decision Making – Successful candidate will have a proven record of teaching and research at the graduate level. Ph.D. required. **Rank: Assistant Professor.**

INNOVATION AND ENTREPRENEURSHIP

The following four positions will all be based at the new SFU Surrey campus.

ENTREPRENEURSHIP (one position) – Interdisciplinary research and teaching focus required. Demonstrated teaching and research competency at the graduate and undergraduate levels, record of research output and leadership abilities. Ph.D. required or near completion. **Rank: Open.**

BUSINESS ETHICS (one position) – Demonstrated teaching and research competency at the graduate and undergraduate levels, record of research output and leadership abilities. Ph.D. required or near completion. **Rank: Open to Associate Professor.**

INNOVATION AND ENTREPRENEURSHIP (two positions) – Interdisciplinary research and teaching focus required. Applicants should have a research and teaching emphasis in the area of innovation and/or entrepreneurship. Ph.D. required, ABD near completion considered. **Rank: Assistant Professor.**

Simon Fraser University Business is a balanced research and teaching oriented institution with Undergraduate, Masters, Ph.D. and Executive programs and is an accredited member of AACSB International. With three British Columbia campuses located in Burnaby, Vancouver and Surrey, Simon Fraser University offers a strong research environment in a city consistently ranked as the most livable in the world.

Start Date for all of the positions: September 1, 2008

Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html

For further details regarding these tenure-track positions see the following web site: http://www.sfu.ca/vpacademic/Faculty_Openings/Business_Administration.html

Send curriculum vitae (in electronic format, pdf preferred) to Chair_Busapps@sfu.ca (please use only this email address) and three signed letters of reference (printed, originals required) to

Dr. Irene M. Gordon,
Chair of the Appointments Committee
Faculty of Business Administration
Simon Fraser University
8888 University Drive
Burnaby, British Columbia Canada V5A 1S6

Web sites: <http://www.sfu.ca/> <http://www.sfbusiness.ca/>

The search will close on November 30th, 2007, or when the positions have been filled.

All qualified candidates are encouraged to apply; however, Canadians and Permanent residents will be given priority. SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

The School of Health Sciences Faculty Positions in Nursing

The University of Lethbridge, located in picturesque southern Alberta, aims to foster the spirit of free inquiry and the critical interpretation of ideas. If you are open to innovation and committed to the creation of an environment that excites and ignites learning, we welcome your application. The School of Health Sciences is dedicated to excellence in teaching, research and community service together with novel approaches to health care.

The School of Health Sciences has openings for two probationary (tenure-track) positions in Nursing at the rank of Assistant, Associate or (full) Professor.

Qualifications: If you possess a PhD in Nursing or a related discipline or a PhD near completion in the areas of primary health care, maternal-child, acute care, chronic disease and/or mental health, your application is of considerable interest to us. For the rank of Assistant Professor you should have expertise in nursing practice and teaching and be prepared to develop a program of research. To be considered at the rank of Associate Professor and Professor you should have significant experience and accomplishment in teaching, and research appropriate to these ranks. As well, you must be eligible for registration as a nurse in the Province of Alberta.

Academic Setting: The University is a vital part of Lethbridge, a community of 80,000 located beside the Oldman River, close to the Rocky Mountains. An excellent place to raise a family and enjoy the many recreational and cultural amenities of the area, you will discover a wonderful quality of life that is second to none. Nursing education is offered in partnership with the Chinook Health Regional Authority, a provider of top quality health care in Alberta. The School offers two problem-based learning programs in Nursing: a Post-diploma Bachelor of Nursing and a four-year Bachelor of Nursing for new entrants to the profession. The four-year BN is offered in collaboration with Lethbridge College within the Nursing Education in Southwestern Alberta (NESA) Program. Students practice in rural and urban settings including institutional and community locations.

The School of Health Sciences, in collaboration with Medicine Hat College, offers the only baccalaureate program in Addictions Counselling in Canada. The School is also home to the University of Lethbridge site of the Alberta Gaming Research Institute, a partnership among Alberta universities. The School of Health Sciences offers a graduate program that leads to a Master of Science degree with opportunities to focus in Nursing, Addictions Counselling, or other areas.

Responsibilities: You will have an opportunity to teach in the undergraduate and graduate programs and you will also benefit from a start-up research allowance that will help you to develop your scholarly activities. To view additional information about the School of Health Sciences, please visit our website at www.uleth.ca/nlsc.

Remuneration: You will receive an excellent salary commensurate with your experience, as well as a benefit package and relocation assistance. Please visit The University of Lethbridge website to view the economic benefits package outlined in the University of Lethbridge Faculty Association (ULFA) Handbook.

Employment Equity: The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, first preference will be given to Canadian citizens and permanent residents of Canada, but all qualified applicants are encouraged to apply. All positions are subject to Board approval.

How to Apply: Applications, including your current Curriculum Vitae and three letters of reference, should be sent to Dr. Chris Hoggard, Dean, School of Health Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada T1K 3M4. Electronic applications are welcomed at: dean.hlsc@uleth.ca. The closing date for applications is November 30, 2007. The positions will commence July 1, 2008.

University of
Lethbridge



CAREERS CARRIÈRES

(e.g., biology, ecology, environmental/public health), teach and supervise graduate students, conduct research and carry out administrative responsibilities. The successful candidate must be suitable for prompt appointment to the Faculty of Graduate Studies. Candidates should have a PhD in an area related to Natural Science or Environmental Science, preferably with a special interest in Environmental Health or Public Health. Qualified applicants must be fluent in English and French, and able to teach in both languages in a multicultural context. Applicants should also demonstrate potential for excellence in research. Applicants should be interested in helping to develop a high-quality, multidisciplinary undergraduate program. Appointment: Salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2008. All positions at York University are subject to budgetary approval. Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acajobs or a copy can be obtained by calling 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants: Please send a curriculum vitae, a copy of your resume, samples of publications, and three confidential letters of reference (at least one of which should be from a colleague). Application packages should be addressed to: Professor Michael Baruchuk, Department of Environmental Studies, York University (Glendon Campus), 2275 Bayview Avenue, Toronto, Ontario, Canada M3J 1P3. Please send your application to the following address: January 4, 2008. Please note: Electronic applications will not be accepted.

■ **ENVIRONMENTAL STUDIES** – York University, The Faculty of Environmental Studies at York University is seeking applications for a tenure-track position at the Assistant Professor level in the area of Environmental Studies. The successful applicant will start July 1, 2008. Candidates must hold a PhD degree in a relevant field by the time of appointment and have equivalent academic or professional experience. This position requires an excellent knowledge of both urban and natural systems. The candidate should have a strong practical and theoretical understanding of the particular fields of urban/ecological design, green urbanism, urban sustainability, and environmental planning. In addition to an established or very promising research record, the candidate should have a critical, innovative, and multi-scalar approach to ecological and environmental problems in urbanized areas (including philosophical and ethical issues inherent to natural/human interactions). The candidate must be able to teach urban ecology and environmental planning issues in both a lecture and workshop setting. The successful candidate must be able to contribute to research, teaching and advising in both the undergraduate and graduate programs, including the supervision of doctoral research. Professional planning and/or design experience is an asset. The candidate must be a member of the Faculty of Environmental Studies in the world, offering teaching opportunities in both undergraduate and graduate programs and an undergraduate certificate program in Urban Ecology. The FES graduate program is fully accredited. Our mission is to provide unsurpassed opportunities for interdisciplinary teaching, learning and research about natural, built, social and organizational environments, emphasizing our values of environmental justice, environmental justice and using a unique and flexible student-centred pedagogical approach to link theoretical research with applied environmental issues. FES attracts activist-oriented students from throughout the world with an orientation to social change and a wide range of interests and backgrounds. Applicants are encouraged to visit our website at www.yorku.ca/fes. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acajobs or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All positions at York University are subject to budgetary approval. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests and three academic references (with complete contact information including email address and telephone number) should be sent to the address below by January 1, 2008. Urban Ecology and Environmental Planning Search Committee, Faculty of Environmental Studies, Room 126 HES, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: fes@yorku.ca.

■ **ÉTUDES INTERNATIONALES** – Collège universitaire Glendon, Université York. Le Département d'études internationales sollicite des candidatures pour un poste au rang de professeur/adjoint(e) conduisant à la permanence. Contexte: Le Collège universitaire Glendon est la faculté bilingue (français-anglais) dans le réseau de l'Université York. Il offre une gamme de programmes en lettres et sciences humaines. Son campus est situé en plein cœur de Toronto. Poste: Les fonctions comprennent l'enseignement au niveau du 1er cycle, et des études supérieures (2e et 3e cycles), ainsi que la recherche et les tâches administratives. La personne choisie devra être rapidement admissible au titre de membre de la Faculté des études supérieures. Les candidatures doivent être envoyées à la permanence. Engagement: Le salaire initial sera fixé en fonction des qualifications et de l'expérience. La date d'offres est le 1er juillet 2008. Tous les postes à York sont liés à un processus d'admission à l'Université. Action positive budgétaire de l'Université. L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de l'Université à l'adresse www.yorku.ca/acajobs ou demander un exemplaire du programme d'action positive au bureau du programme d'action positive au numéro 416-736-5713. Toutes les

qualifications sont encouragées à poser leur candidature; toutefois, priorité sera donnée aux personnes de citoyenneté canadienne ou détenant le statut de résident permanent. Demandes de poste: Les demandes doivent inclure un curriculum vitae à jour, trois lettres de recommandation, dont l'une au moins doit porter sur l'enseignement, et un échantillon de travaux (en cours ou déjà publiés). Les demandes doivent être envoyées à la permanence. Engagement: Le salaire initial sera fixé en fonction des qualifications et de l'expérience. La date d'offres est le 1er juillet 2008. Tous les postes à York sont liés à un processus d'admission à l'Université. Action positive budgétaire de l'Université. L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de l'Université à l'adresse www.yorku.ca/acajobs ou demander un exemplaire du programme d'action positive au bureau du programme d'action positive au numéro 416-736-5713. Toutes les

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la Faculté des études supérieures. Candidatures: Les candidatures doivent détenir un doctorat dans un domaine lié aux sciences naturelles ou aux sciences de l'environnement, de préférence avec un intérêt particulier pour la santé environnementale ou la santé publique. Les personnes qualifiées doivent être bilingues (français-anglais) et démontrer leur capacité d'enseigner dans les deux langues dans un contexte multiculturel. Les candidats doivent aussi démontrer leur potentiel à exceller dans la recherche. Les personnes postulant pour le poste devaient être intéressées à contribuer au développement d'un programme d'études pluridisciplinaires de 1er cycle de qualité exemplaire. Engagement: Le salaire initial sera fixé en fonction des qualifications et de l'expérience. La date d'offres en fonction est le 1er juillet 2008. Tous les postes à York sont liés à l'autorisation budgétaire de l'Université. Action positive: L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de York à l'adresse: www.yorku.ca/acajobs, ou demander un exemplaire du programme d'action positive au bureau du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, priorité sera donnée aux personnes de citoyenneté canadienne ou détenant le statut de résident permanent. Demandes de poste: Les personnes intéressées doivent faire parvenir une lettre de candidature, un curriculum vitae, des exemples de publications, et faire envoyer directement trois lettres de recommandation (au moins une de ces lettres doit porter sur l'enseignement) à Professeur Michael Baruchuk, Directeur, Département d'études pluridisciplinaires, Université York (Campus Glendon), 2275 Bayview Avenue, Toronto (Ontario), M4N 3M6, (mbaruchuk@yorku.ca). Date limite de soumission des candidatures: le 4 janvier 2008. NB: Les soumissions électroniques ne seront pas acceptées.

■ **FILM** – York University, York University's Department of Film is seeking an applicant for a full-time tenure-track position at the rank of Assistant or Associate Professor in Cinema and Media Studies, effective July 1, 2008. See our ad in this issue's Careers section.

■ **FILM STUDIES** – University of Western Ontario, The Department of Film Studies, The University of Western Ontario (<http://www.uwo.ca/film/>) invites applications for one position, to begin 1 July 2008, at the rank of Associate Professor with Tenure (specialization open). In truly exceptional circumstances, it may be possible to make an appointment at the rank of (Full) Professor. A distinguished and dynamic record of publication and teaching is essential, as is an ethos of service. The candidate would be expected to complement the Department's existing strengths in national cinema, film theory, film history and gender and sexuality studies. The candidate also would contribute to an undergraduate curriculum focused on national, transnational, regional and Indigenous cinemas as reflected through postcolonial debates and theories of globalization. He or she would also be expected to take a leadership role in the Department's planned MA program, 'Critical Studies in Global Film Cultures', scheduled for launch in the academic year of 2008-09 (subject to approval). Expertise in early cinema, documentary and/or political economy may be an asset. Candidates who have cross-disciplinary interests in literature, television, and other sites of visual culture and digital media are also encouraged to apply. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should have fluent written and oral communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified

women and men, including visible minorities, aboriginal people, and persons with disabilities. Please send a letter of application, curriculum vitae, copies of transcripts, a writing sample, and three letters of reference to: Professor Paul Coates, Acting Chair, Department of Film Studies, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. Please feel free to contact Professor Coates with questions about the position or the department (519-661-3307). Applications must be received by 01 December 2007.

■ **FINANCE** – University of Waterloo, The University of Waterloo invites applications for tenure or tenure-track positions in Finance, specializing in either corporate finance or investments, for appointments beginning July 1, 2008 or thereafter. Rank is open. A Chaired Professorship is possible for an outstanding senior candidate. Candidates for a tenure-track position should have a completed or nearly completed Ph.D. and should demonstrate the potential for excellent research and teaching. Candidates for a tenure position should have a record of outstanding achievement and an interest in contributing to our graduate programs. The University of Waterloo consistently ranks as a leading comprehensive university in Canada. The Finance Group is housed within the School of Accounting in the Faculty of Arts at the University of Waterloo. The School operates undergraduate and graduate programs in accounting and financial management, along with a Master's program in finance in collaboration with the Department of Statistics and Actuarial Science, and a PhD program. Candidates for a tenure position should have a record of outstanding achievement and an interest in contributing to our graduate programs. The University of Waterloo consistently ranks as a leading comprehensive university in Canada. The Finance Group is housed within the School of Accounting in the Faculty of Arts at the University of Waterloo. The School operates undergraduate and graduate programs in accounting and financial management, along with a Master's program in finance in collaboration with the Department of Statistics and Actuarial Science, and a PhD program. Details

for Quantitative Finance and Insurance, which is involved in coordinating the University's research activities in finance, actuarial science, mathematics, and scientific computing. For further information, visit <http://accounting.uwaterloo.ca/finance/cas>. If the University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. To be considered, please send a curriculum vitae, a sample of your research, and the names and contact information of three referees in electronic form to lois@uwaterloo.ca. Alternatively, paper applications may be sent to: The Director, c/o Lon Laroche, Administrative Assistant, School of Accounting, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Review of applications began in September 2007 and will continue until the positions are filled.

■ **FINANCE** – University of Waterloo, The University of Waterloo invites applications for tenure or tenure-track positions in Finance, specializing in either corporate finance or investments, for appointments beginning July 1, 2008 or thereafter. Rank is open. A Chaired Professorship is possible for an outstanding senior candidate. Candidates for a tenure-track position should have a completed or nearly completed Ph.D. and should demonstrate the potential for excellent research and teaching. Candidates for a tenure position should have a record of outstanding achievement and an interest in contributing to our graduate programs. The University of Waterloo consistently ranks as a leading comprehensive university in Canada. The Finance Group is housed within the School of Accounting in the Faculty of Arts at the University of Waterloo. The School operates undergraduate and graduate programs in accounting and financial management, along with a Master's program in finance in collaboration with the Department of Statistics and Actuarial Science, and a PhD program. Details

TENURE TRACK FACULTY POSITIONS

Lakehead University ~ Thunder Bay campus

seeks applicants to fill appointments in the following areas to commence August 1, 2008:

Clinical Psychology

- two positions with teaching and research interests in the areas of clinical psychology (child/adult), clinical neuropsychology or developmental, social or community psychology

Software Engineering

- one position in the field of software modeling, reliability, testing, and verification

Social Work

- one position requiring an excellent practice, research, and teaching track-record in the area of clinical practice, social policy or community development

Art History

- one position requiring ability to teach Survey of Western Art, Twentieth Century Art, and History of Canadian Art

English (Romantic Literature)

- one position requiring ability to teach first year literature or composition as well as a variety of upper level courses

Business

- two positions – one in the area of marketing and one in the area of human resource management/organizational behaviour

Education

- one position requiring documented evidence of successful teaching and research in either of: educational psychology (child development preferred), elementary science or visual arts

World History

- one position requiring teaching and research interests in the areas of Middle Eastern, African or Asian History

Kinesiology

- one position requiring interest in both teaching and research in health and physical activity exercise psychology

Nursing

- one position requiring experience in mental health and/or primary health care

For detailed information concerning each of these positions, please visit our website at <http://hr.lakeheadu.ca/employment.php>.

www.lakeheadu.ca | www.thunderbay.ca

Lakehead University, in Thunder Bay, Ontario, is emerging as one of Canada's most exciting small comprehensive universities. On the shores of majestic Lake Superior, our lively city offers off-season recreational activities, scenic wonders, and a wealth of amenities and cultural events. A superior opportunity in the 'city by the bay' awaits you!

Rank of appointment is dependent on qualifications, teaching, and research experience. Successful candidates are expected to initiate vigorous externally funded research programs and participate in graduate programs. All applicants should hold an earned Ph.D. in a relevant discipline by time of appointment unless otherwise specified.

Please note that all positions are subject to final budgetary approval. Applicants should submit a curriculum vitae, a statement of their teaching and research interests, re-prints and pre-prints of publications, and contact information for three referees, to:

Dr. Laurie S. Hayes, Vice-President (Academic) and Provost, Lakehead University
955 Oliver Road, Thunder Bay, ON P7B 5E1 e-mail: vpacademic@lakeheadu.ca

A completed Confirmation of Immigration/Citizenship Status should accompany your package.
This form is available on our website at: <http://hr.lakeheadu.ca/pdf/Immig.pdf>

Review of applications will begin on January 15, 2008.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified applicants including women, individuals within visible minorities, aboriginal people, and persons with disabilities.

Lakehead
UNIVERSITY

CAREERS CARRIÈRES



University of Prince Edward Island

550 University Avenue, Charlottetown, PE C1A 4P3 • upei.ca



The University of Prince Edward Island invites applications for the following:

SENIOR ADMINISTRATIVE POSITIONS

OEAN of VETERINARY MEDICINE: Lead a dynamic faculty in the Atlantic Veterinary College (AVC), with departments of Biomedical Sciences, Companion Animals, Health Management, and Pathology and Microbiology. As a fully accredited institution, the AVC is shaping the future of scientific research and veterinary medicine by contributing to advances in animal and fish health, human health, and comparative biomedical science. With a full-time faculty of 67, a professional and technical team of 225, and a student body of 300, including DVM, MVSc, and PhD programs, the AVC is currently undergoing a \$32 million expansion to accommodate expanding research activities, including 14 centres of national and international expertise. AVC is Atlantic Canada's only full-service veterinary referral hospital, is the regional centre for advanced diagnostic and clinical services, and serves as the quality assurance lab for participating labs around the globe. **Learn more about the AVC at upei.ca/avc. For a complete job description, see link below.**

OEAN of EDUCATION: Head up an innovative team of educators who are committed to developing compassionate and dynamic teachers, and to making scholarly and professional contributions in local and global communities. The Faculty of Education offers pre-service, graduate, and professional development programs with exciting specializations, including BEd programs in Indigenous Education, International Education, and Teaching French Immersion; and graduate programs in Leadership in Learning, Inclusive Education, and School Librarianship, with a total of 150 BEd and 120 graduate students. A PhD program is in the advanced planning stage. In addition, the Faculty offers outreach MED programs in Alberta and Nunavut. The newly opened Centre for Education Research (CER) provides a focal point for faculty research and collaborations. **Learn more about the Faculty of Education at upei.ca/education. For a complete job description, see link below.**

REGISTRAR: Reporting to the Vice-President, Academic Development, the Registrar provides administrative leadership to the Office of the Registrar, serves on key University committees, including Senate, and is a leading member of the Administrative Support Group of directors. The ideal candidate will bring a record of demonstrated success in admissions, recruitment, and/or registration; will be an energetic planner, manager, relationship-builder, communicator, and leader; will hold an advanced university degree; and will have a sophisticated understanding of higher education. Initial appointment will be for a five-year term, renewable. **For a complete job description, see link below.**

TENURE-TRACK APPOINTMENTS

SCHOOL of BUSINESS: Management Science and Finance. The successful applicant will teach at the undergraduate and graduate levels, have an active research program, and contribute to outreach activities. The applicant should possess a PhD, a nearly completed PhD, or an equivalent degree with experience at the executive level. **upei.ca/business**

Organizational Behaviour (HRM) and International Business. The successful applicant will teach at the undergraduate and graduate levels, have an active research program, and contribute to outreach activities. The applicant should possess a PhD, a nearly completed PhD, or an equivalent degree with experience at the executive level. **upei.ca/business**

Biotech Management and Commercialization. This person will demonstrate strong teaching skills, have an active research program, and be open to external activities. The successful candidate will assist in developing the implementation plan for a new MBA in Biotech Management. The applicant should possess a PhD, a nearly completed PhD, or have an equivalent degree with experience at the executive level. Preference will be given to those with work experience. **upei.ca/business**

CHEMISTRY: Physical or Inorganic Chemistry. Applicants should hold a PhD and have relevant postdoctoral experience. Teaching duties include introductory chemistry, upper-level physical and inorganic chemistry, and graduate courses. Teaching experience and a strong commitment to teaching first-year students will be considered an asset. It is expected that the successful faculty member will develop a vigorous research program that will attract external funding, and will establish a research group including undergraduate and graduate research students. **upei.ca/chemistry**

BIOLOGY: Botany/Molecular Biology. Teaching duties include the course "Plant Community Ecology," and other relevant undergraduate and graduate courses. The University is well-equipped to support botanical and molecular biological research. **upei.ca/biology**

MATHEMATICS AND STATISTICS: Statistics. The candidate must have a strong research record, and be able to establish links with one of the following areas of interest on campus: applied statistics, biostatistics, actuarial statistics, or environmetrics. He or she must have demonstrated the capacity for independent research of excellent quality and a strong commitment to, and excellence in, undergraduate teaching. **upei.ca/math**

SCHOOL of NURSING: Gerontology/Mental Health. Applicants should have, or be close to completing a PhD. Preference will be given to those with strong work experience in the area of Gerontology/Mental Health Nursing. Successful applicants should be able to demonstrate the potential to teach effectively at the undergraduate level in Gerontology/Mental Health Nursing. **upei.ca/nursing**

FACULTY of EDUCATION: The Faculty of Education has three positions for qualified candidates with expertise in one or more of the following: critical perspectives on education; leadership and change in education; assessment for learning, language, and literacies in secondary education; and mathematics education. **upei.ca/education**

SPANISH: Hispanic Studies. At time of appointment, applicants must have a completed PhD in Hispanic Studies and/or Translation. **upei.ca/modernlanguages**

TERM CONTRACT

SCHOOL of BUSINESS: Management Information System. The successful candidate will teach at the undergraduate and graduate levels, have an active research program, and become involved in external activities. Applicants should have a PhD, be near completion of a PhD, or have an equivalent degree with executive experience. Preference will be given to those with strong work experience and those having an entrepreneurial background. **upei.ca/business**

For complete job descriptions and application deadlines, see upei.ca/humanres/academic.html.

All Tenure-Track and Term Contract positions will normally begin July 1, 2008. **Candidates should apply by December 15, 2007, when shortlisting will begin.**

Please note that all positions and their tenure-track status are subject to final budgetary approval. Salary and rank are dependent on qualifications and experience. Candidates must submit a letter of application, curriculum vitae, statements of teaching experience and teaching philosophy, and arrange to have three letters of reference forwarded to Human Resources.

Applications should be sent by standard mail or courier to
Human Resources
University of Prince Edward Island
550 University Avenue
Charlottetown, PE C1A 4P3

The University of Prince Edward Island encourages applications from qualified men and women, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, "All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority."

CAREERS CARRIÈRES

HISTORY – University of Waterloo. Applications are invited for a tenure-track position at the Assistant Professor level in Twentieth Century United States History. All fields are invited to apply. Candidates must have a PhD and a strong commitment to research and teaching. We strongly encourage candidates who have creative and innovative approaches to teaching. The successful candidate will be expected to teach both US history survey courses before and since 1877, as well as more specialized undergraduate and graduate courses. Ability to teach large courses is necessary. The city of Waterloo is a prosperous and beautiful community one hour's drive from Toronto. Applicants should send a curriculum vitae, transcripts, list of courses taught, copies of teaching evaluations and three reference letters to: Dr. Andrew Hunt, Chair, Department of History, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. To find out more about the University of Waterloo, please visit our website: <http://www.uwaterloo.ca>. Closing date for applications is November 9, 2007.

HISTORY – St. Jerome's University. St. Jerome's University, situated in the heart of the University of Waterloo campus, is a public Roman Catholic university federated with the University of Waterloo since 1960.

The Department of History at St. Jerome's University invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2008. The successful candidate will have a PhD in History with expertise in Canadian foreign relations. Knowledge of Canada's international relations with BRICSAM countries is especially welcome. In addition to teaching courses in History, an interest in and ability to contribute to interdisciplinary programs of St. Jerome's University is an asset. The successful candidate may also have an opportunity to participate in graduate teaching and supervision in the Tri-University (Waterloo, Guelph, and Wilfrid Laurier) graduate program. Faculty members must meet a high standard of teaching excellence, have a strong sense of collegiality, demonstrate a commitment to service, and develop a strong research agenda. As of May 1, 2007 the base salary for an Assistant Professor is \$63,810. Candidates should send a letter detailing their interest in and suitability for the position, a curriculum vitae, a teaching portfolio/essays with a statement of teaching philosophy, an outline of a research agenda, any sample publications, and three confidential letters of recommendation. Applications from women and men who are familiar with and sympathetic to the traditions of the Roman Catholic faith are encouraged. Please send applications to Dr. Whitney Lackenbauer, Acting Chair, Department of History, St. Jerome's University, 290 Westmount Rd N, Waterloo, ON, Canada N2L 3G3. St. Jerome's University is committed to the principles of employment equity and in accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. All applications must be submitted by December 21, 2007. For further information on St. Jerome's University, visit: www.sju.ca.

HISTORY – University of Manitoba. The Department of History at the University of Manitoba invites applications for a full-time tenure-track appointment at the rank of Assistant Professor in Medieval/Early Modern World. The position is open to applicants with specializations in any period or region, European or non-European, except Medieval Italy. The appointment will begin on July 1, 2008, or soon thereafter. The successful candidate must have a PhD by the time of appointment. The starting salary will reflect the qualifications and experience of the chosen candidate, but this is an entry-level position. Applicants are expected to have demonstrated excellence in research and success in teaching. Responsibilities will include maintaining a productive research program, graduate student supervision, teaching an undergraduate survey course in Medieval History and developing graduate and undergraduate offerings in the applicant's field of specialization, as well as service-related activities. Position Number 06803. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications for this position must include a letter of application, curriculum vitae, and a sample of writing. Candidates should include evidence of effective teaching, such as teaching evaluations and sample course outlines. As well, three confidential letters of reference must be received directly from the applicant's referees. Applications and letters of reference should be sent to Professor Mark Gabbett, Chair, Medieval/Early Modern World History Search Committee, Department of History, 402 Fletcher Avenue Building, University of Manitoba, Winnipeg, MB, R3T 5V6. The deadline for receipt of applications is December 10, 2007. Further information concerning the Department and the University may be obtained from <http://www.umanitoba.ca/faculties/arts/history> or by e-mail from Sandra.Ferguson@umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

HISTORY – University of Western Ontario. The Department of History invites applications for exceptional scholars for one probationary or tenured position at the Associate Professor, or tenured at the Professor level in following: Waks Family Chair in Jewish History-HIS-WAKS. Applicants are expected to have a PhD in History, a strong record of scholarly publication, and university-level teaching experience in Jewish history. The successful applicant will help develop a potential Jewish studies program, and courses in Jewish History. Active involvement in graduate work, and undergraduate teaching in a full-year survey of Jewish history will be expected. Leadership skills in a team setting would be welcome. The appointment is for five years, and may be renewed up to five years, and may be renewed. Candidates may wish to know that the Department's thematic areas of interest in research and teaching currently are: Jewish Culture and Society, Business and Economy, International Relations and Conflict, Technology, Health and the Environment. Candidates should send a letter of application, a curriculum vitae (including evidence of teaching performance), and three letters of reference to: Professor JJ Benjamin Foster, Chair, Department of History, The University of Western Ontario, Social Science Centre, 4328, London, Ontario, N6A 5C2; Tel: (519) 661-3647; Fax: (519) 661-3010; No e-mails will be accepted. Please quote our website as job indicator when applying. The deadline for applications is November 23, 2007. All positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

INDUSTRIAL ORGANIZATION/STRATEGY – University of Toronto Scarborough. The Department of Management at the University of Toronto Scarborough (UTSC), together with the Centre for Industrial Relations and Human Resources at the University of Toronto, invites applications from qualified candidates for a tenure stream position at the rank of Assistant, Associate or Full Professor in Industrial Relations. Preference will be given to candidates with a quantitative and analytical orientation. Salary and rank will be commensurate with qualifications and experience. The appointment will be effective July 1, 2008. A PhD (completed or near completion) is required, along with excellent teaching and research experience appropriate to the rank sought. Duties include research and teaching at both undergraduate and graduate level. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at the UTSC, a campus of the University of Toronto, while also participating in the graduate life of the university at the Centre for Industrial Relations and Human Resources. The Centre has just expanded its graduate program (a Masters in Industrial Relations and Human Resources) to include a stream at the University of Toronto campus, and the candidate will participate in building that program. Interested candidates should send a letter of application with curriculum vitae and three reference letters to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto Scarborough, 1265 Military Trail, Toronto, Ontario, Canada, M1C 1A4. The deadline for applications is December 1, 2007 (only hard-copy applications will be accepted). The University of Toronto and especially the University of Toronto Scarborough is a very diverse student body. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal peoples, persons with disabilities, and persons with special minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

INDUSTRIAL RELATIONS – University of Toronto Scarborough. The Department of Management at the University of Toronto Scarborough (UTSC), together with the Centre for Industrial Relations and Human Resources at the University of Toronto, invites applications from qualified candidates for a tenure stream position at the rank of Assistant, Associate or Full Professor in Industrial Relations. Preference will be given to candidates with a quantitative and analytical orientation. Salary and rank will be commensurate with qualifications and experience. The appointment will be effective July 1, 2008. A PhD (completed or near completion) is required, along with excellent teaching and research experience appropriate to the rank sought. Duties include research and teaching at both undergraduate and graduate level. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at the UTSC, a campus of the University of Toronto, while also participating in the graduate life of the university at the Centre for Industrial Relations and Human Resources. The Centre has just expanded its graduate program (a Masters in Industrial Relations and Human Resources) to include a stream at the University of Toronto campus, and the candidate will participate in building that program. Interested candidates should send a letter of application with curriculum vitae and three reference letters to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto Scarborough, 1265 Military Trail, Toronto, Ontario, Canada, M1C 1A4. The deadline for applications is December 1, 2007 (only hard-copy applications will be accepted). The University of Toronto and especially the University of Toronto Scarborough is a very diverse student body. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal peoples, persons with disabilities, and persons with special minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

INTERNATIONAL AFFAIRS-ECONOMICS – Carleton University. Applications are invited for a tenure-track appointment at the rank of Assistant Professor, commencing in the 2008-2009 academic year. The position requires a completed PhD (or expected in 2008), evidence of excellence in research, and good teaching potential. The appointment will be made in the field of development economics. Applications should include your curriculum vitae and samples of your research. Please include a statement regarding your approach to teaching. In addition, please have three referees forward their letters of reference directly to the Chair of the Appointment Committee, Re: Development Economics Position. Evidence of teaching performance is also welcome for applicants with teaching experience. Applications should be submitted by regular mail and not by electronic mail. The deadline for the competition is November 9, 2007, or until the position has been filled. Please send applications and reference letters to the following address: Appointment Committee, Re: Development Economics Position, Department of Economics, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5S6, Canada. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority.

INTERNATIONAL STUDIES – Glendon College, York University. The Department of International Studies invites applications for a tenure-track position at the rank of Assistant Professor. Context: Glendon College is the bilingual (English-French) liberal arts Faculty of York University. It offers a variety of programs in the humanities and social sciences. It is located on its own separate, mid town campus. Position: Duties will include teaching at the undergraduate level, graduate teaching and supervision, research and administrative responsibilities. The successful candidate must be able to teach in English and French. The successful candidate must be suitable for prompt appointment to the Faculty of Graduate Studies. Candidates: The successful candidate must demonstrate commitment to teaching and research in International Studies in a bilingual, interdisciplinary and multicultural context, hold a PhD in economics, with specialization in international economics and international economic development, and have publications and current research projects in the field. Appointment: Salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2008. All positions at York are subject to budgetary approval. Affirmative Action: York University is an Affirmative Action Employer. The Affirmative Action Program can be found on

Nanotechnology

In 2005, the University of Waterloo launched the first undergraduate nanotechnology engineering program in Canada.

We are now well on our way to becoming Canada's leading centre for nanotechnology teaching and research.

Waterloo is establishing a nanotechnology institute



Our new nanotechnology institute will co-ordinate the research activities of nearly 35 faculty members and facilitate the offering of a multidisciplinary graduate program. Three departments in two faculties are currently collaborating in this initiative: Chemical Engineering, Electrical and Computer Engineering, and Chemistry. In addition, a number of other departments have developed considerable strength in nanotechnology research, notably Mechanical and Mechatronics Engineering.

Research efforts have been aided by a major CFI infrastructure grant contributing to a total value of \$50 million. The nanotechnology institute will share a new \$120 million, 250,000-square-foot facility with the Institute for Quantum Computing at Waterloo.

We have received gifts which have enabled us to create three endowed chairs as well as a large endowment for graduate fellowships. There is also a Tier 1 Canada Research Chair in nanotechnology yet to be allocated.

Scientific Director

We are seeking a top-ranked researcher in any aspect of nanotechnology to provide overall scientific leadership and direction of our new institute. Applicants should have qualifications consistent with an appointment as a tenured full professor in one or more relevant departments. The scientific director will be offered an endowed chair.

Research Chairs

We invite applications from outstanding researchers in any area of nanotechnology with qualifications consistent with an appointment as a tenured full professor in any department in the Faculty of Engineering for a Tier 1 Canada Research Chair and two endowed chairs.

Other faculty positions in nanotechnology

There are approximately 10 nanotechnology-related faculty positions at all levels in Chemical Engineering, Electrical and Computer Engineering, and Chemistry yet to be filled. We invite applications from interested candidates at all levels.



For more information on these opportunities, please contact
Dr. Adel Sedra – Dean of Engineering – sedra@uwaterloo.ca
www.engineering.uwaterloo.ca

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES

Professor in the Management Science teaching group. Applications for a tenured Associate Professor or Professor, a Visiting Appointment at any level, or a Limited Term position will also be considered. This position is available as of July 2008. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching and will have a PhD (or equivalent) in MS/OR, statistics or a closely related field. Ability to teach the core undergraduate management science and statistics course (including data analysis, excel modelling and management science) is essential. The ideal candidate should be pre-tenure but have teaching experience. New PhD graduates will also be considered but they should have either demonstrated teaching experience or strong business experience. The candidate's research should have strong potential. The Management Science group supports research in all applied areas of management science. Current faculty interests include: health care, revenue management, strategic management science, reliability and Bayesian statistics. The group has grown considerably over the last few years and supports a large PhD program. Ideally, the candidate should have the potential to contribute to one of the School's Cross-

Enterprise Leadership research centres. The four centres are in the areas of Emerging Markets, Entrepreneurship and Innovation, Leading Cross-Enterprise and Building Sustainable Value (<http://www.vey.ca/cei/centres.htm>). All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and the University of Western Ontario are committed to employment equity and accept applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The submission deadline is November 30, 2007, although applications will be accepted until the position has been filled. For consideration for interviews at INFORMS and ISI, for information on how to apply, please visit our website at http://www.vey.wo.ca/faculty/Career_Opport_Html. Email: facultypositions@vey.ca.

■ **MATHEMATICS – University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dep/) at the University of Waterloo invites applications for one or more tenure-track faculty positions in combinatorics. The effective date of appointment is July 1, 2008. Interested individuals are encouraged to apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted, preferably through the MathJobs site. Applications and reference letters may alternatively be sent to combi@math.uwaterloo.ca or to Bill Cunningham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 10, 2007. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority.

track faculty positions. Applicants should have research interests in one of the six main areas covered by the department: algebraic combinatorics, combinatorial optimization, combinatorial group theory, graph theory, and quantum computing. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the rank of the candidate's qualifications. The effective date of appointment is July 1, 2008. Interested individuals are encouraged to apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted, preferably through the MathJobs site. Applications and reference letters may alternatively be sent to combi@math.uwaterloo.ca or to Bill Cunningham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 10, 2007.

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■ **MATHEMATICS – University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dep/) at the University of Waterloo invites applications for one or more tenure-track faculty positions in combinatorics. The effective date of appointment is July 1, 2008. Interested individuals are encouraged to apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted, preferably through the MathJobs site. Applications and reference letters may alternatively be sent to combi@math.uwaterloo.ca or to Bill Cunningham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 10, 2007.

will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2008. Interested individuals are encouraged to apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted, preferably through the MathJobs site. Applications and reference letters may alternatively be sent to combi@math.uwaterloo.ca or to Bill Cunningham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 10, 2007. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority.

■ **MATHEMATICS & STATISTICS – McGill University.** The Department of Mathematics and Statistics invites applications for a tenure-track position in number theory, especially in relation to automorphic forms and/or arithmetic geometry. While the appointment is expected to be made at the level of an Assistant Professor, the Department would consider applicants for a senior position. The candidate must have a strong research record in the field of number theory. They are also expected to have demonstrated the capacity for independent research. Selection criteria include research accomplishments, as well as potential contributions to the education of students at the graduate and undergraduate levels. Applications with a curriculum vitae, a list of references, and a statement of teaching experience, should be sent to the Search Committee, Department of Mathematics and Statistics, McGill University, 3605 University Avenue, Montreal, QC H3A 2K6, Canada. Candidates must arrange to have the letters of recommendation sent directly to the above address. Candidates are encouraged to include copies of up to three selected reprints or preprints with their applications. To ensure full consideration, applications must be received by January 15, 2008. To facilitate notification of the outcome of the search, candidates should send an email to the address MTSearch08@math.mcgill.ca at the time of application. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, persons with disabilities, women, members of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply. However, Canadian citizens and permanent residents will be given priority.

■ **MATHEMATICS & STATISTICS – McGill University.** The Department of Mathematics and Statistics invites applications for a tenure-track position in statistics or biostatistics at the Assistant or Associate Professor level. We are seeking a candidate that has a proven track record in research and teaching at both the undergraduate and graduate level, and will be willing and able to supervise graduate students upon arrival. Applicants should send a curriculum vitae, a statement of teaching experience, and a search plan, and arrange for four confidential letters of recommendation, with one addressing teaching. Applicants are also encouraged to include copies of up to three of their most significant publications. All documents should be sent to the Search Committee, Department of Mathematics and Statistics, University of Ottawa, 575 King Edward Avenue, Ottawa, K1N 6N5. The closing date for receipt of applications is November 15, 2007 or until the position is filled. The search committee will meet on January 1, 2008. Conditions of employment are set by a collective agreement. Information about the department and the search committee can be found at www.science.utoronto.ca/mathstat. The University of Ottawa is justly proud of its 150-year tradition of excellence. As a member of the Second Language Institute, the University provides training to staff members and to their spouses. The University is a bilingual university. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. Candidates must also have the ability to teach in both official languages to be granted tenure. www.utoronto.ca and www.utoronto.ca/utoronto are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resumes for possible matching with other job opportunities.

■ **MATHEMATICS & STATISTICS – York University.** York University's Department of Mathematics and Statistics is seeking applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2008. See our ad in this issue's Career section.

■ **MATHEMATICS & STATISTICS (MATHEMATICAL PHYSICS) – York University.** York University's Department of Mathematics and Statistics, in the Faculty of Science and Engineering, is seeking applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2008. See our ad in this issue's Career section.

■ **MATHEMATICS & STATISTICS (OPERATIONS RESEARCH) – York University.** York University's Department of Mathematics and Statistics, in the Faculty of Science and Engineering, is seeking applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2008. See our ad in this issue's Career section.

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Tenure-Track Faculty Position Bioinformatics

The Departments of Computer Science and Biology at Memorial University have each embarked on multi-year renewal programs. Each department currently has more than 20 tenure-track faculty members, and supports M.Sc., Ph.D. and collaborative graduate programs. For more details, see <http://www.mun.ca/biology/Home/> and <http://www.cs.mun.ca/>.

Applications are invited for a tenure-track position in Bioinformatics, starting no later than September 1, 2008. This will be a joint appointment between the departments. The appointment will be made at the level of Assistant Professor, with the primary appointment in Computer Science, and equal responsibility in both departments, in accordance with the terms of Memorial's Collective Agreement.

A Ph.D. in Computer Science, Computational Science, Biology, or related fields is required and post-doctoral or equivalent experience is desirable. Applicants should have experience in Bioinformatics, and be keen to do interdisciplinary work between the departments. Applicants should possess a strong research record with outstanding promise for future research, and be able to demonstrate the potential for excellent undergraduate and graduate teaching in Bioinformatics.

Applicants should submit a Curriculum Vitae; a statement of research interests, academic goals, and teaching interests; a statement of relevant experience and philosophy; and up to three preprints or reprints of publications. The application should be accompanied by names of at least three referees of international standing, who are willing to provide letters of recommendation (include details on affiliations, phone numbers and email addresses). All material must be received by January 5, 2008. Refer to position VPA-COSC-2007-001 in all correspondence, and submit materials to: Dr. Wolfgang Banzhaf, Head, Department of Computer Science, Memorial University, St. John's, NL, Canada, A1B 3X5. Email: chairs@cs.mun.ca

Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the educational and cultural life of the Province of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a very safe and friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resumes for possible matching with other job opportunities.

The Johnson-Shoyama Graduate School of Public Policy Faculty of Graduate Studies and Research

Assistant Professor of Public Policy and Law (tenure-track)

The Johnson-Shoyama Graduate School of Public Policy is one of Canada's newest schools of public policy. It is seeking a social scientist to teach in the broad area of Public Policy and Law. Candidates should have a PhD in one of the social sciences including, but not limited to, political science, economics, or sociology, with an excellent academic record. Some practical public administration experience and a law degree would be assets. Preferred areas of research specialization include constitutional policy and politics, the economics of regulation, health policy and law, environmental policy and law. This is a probationary (tenure-track) position at the rank of Assistant Professor.

The successful applicant will be qualified to teach a wide range of graduate courses involving a combination of public policy and law, administrative law, international trade law, labour law, and environmental and resource law. The successful candidate will be expected to provide leadership in building a law and policy program within the Johnson-Shoyama School.

Preference will be given to candidates with a strong record of research and teaching and a demonstrated interest in applying academic research to address real-world public policy problems. Primary responsibilities of the position include: (1) carrying out a program of research leading to scholarly publication; (2) teaching graduate courses and supervising graduate students; and (3) participating in outreach and public service activities as well as internal service.

The Johnson-Shoyama School offers competitive remuneration consistent with qualifications and experience, financial support for research and travel to international conferences, and other benefits, including a supportive environment and the opportunity to work with leading scholars in a variety of fields. To apply, please send cover letter, CV, a writing sample and contact information for three references to:

Ken Rasmussen
Director, Johnson-Shoyama Graduate School of Public Policy
University of Regina
Regina, Saskatchewan, S4S 0A2
Email: gsp@uregina.ca

Short-listed candidates will need to arrange for official transcripts to be submitted. Review of applications will begin in December 2007 and will continue until the position is filled. The starting date is July 1, 2008.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self-identify on their applications.



UNIVERSITY OF
REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

CARRÈRES

a cover letter specifying that they are applying for a CAP position and specifying whether the candidate is a Canadian citizen/permanent resident. Candidates are also encouraged to send a research statement, a teaching statement, and the AMS cover sheet. Online applications through <http://www.mathjobs.org/jobs> are preferred, but material can also be sent directly to the Appointments Committee, Department of Mathematics, University of Toronto, 40 St George Street, Room 6290, Toronto, Ontario, M5S 2E4, Canada. Preference will be given to applications received by December 15, 2007. The University of Toronto offers the opportunity to teach, conduct research, and live in one of the most diverse cities in the world and is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MATHEMATICS (STATISTICS) – University of Toronto. Thanks to a generous gift from James Mossman, the Department of Mathematics, University of Toronto, is proud to announce a search for the Ted Mossman Chair in Mathematics. The appointment is at the level of Professor with tenure and is effective July 1, 2008. The Chair holder is expected to be an outstanding mathematician, whose research and teaching will make a major contribution to the quality and stature of the department. Salary will be commensurate with experience and qualifications. Applicants should send a Curriculum Vitae and a short statement about their research program and arrange to have four letters of reference sent to the Ted Mossman Search Committee, Department of Mathematics, University of Toronto, 40 St. George Street Room 6290, Toronto, Ontario, M5S 2E4, Canada. Preference will be given to applications received by November 15, 2007. Applications through [mathjobs.org/jobs](http://www.mathjobs.org/jobs) are also welcome. The University of Toronto offers the opportunity to teach, conduct research, and live in one of the most diverse cities in the world and is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MATHEMATIQUES ET STATISTIQUES – Université d'Ottawa. Le Département de mathématiques et de statistique de l'Université d'Ottawa met au concours au moins un poste permanent à la permanence au rang de professeur(e) adjoint(e) ou de professeur(e) agrégé(e) en statistique ou en biostatistique. Le personnel choisi aura fait ses preuves tant comme chercheur que comme enseignant, et ce, à tous les cycles. En particulier, il/elle sera capable de diriger des étudiants de deuxième et de troisième cycle, des étudiants en fonction. Les dossiers de candidature doivent comprendre un curriculum vitae, un plan de recherche et quatre lettres de recommandation confidentielles, dont une concen-

nant l'enseignement. Nous encourageons les candidates à joindre à leur dossier aussi des exemples de leurs plus remarquables contributions. Les dossiers doivent être adressés à Victor LeBlanc, Directeur, Département de mathématiques et de statistique, Université d'Ottawa, 585, rue King Edward, Ottawa, Ontario, Canada, K1N 6N5. Les candidatures doivent nous parvenir avant le 15 novembre 2007 et être considérées jusqu'à ce que le poste soit pourvu. L'entrée en fonction est prévue pour le 1^{er} juillet 2008. Les conditions d'emploi sont déterminées par une convention collective. Pour plus de renseignements, veuillez consulter notre site Web au <http://www.science.ottawa.ca/> ou par courriel à stat@uottawa.ca. Nous offrons un milieu bilingue. De plus, nous offrons la permanence, certains professeurs doivent être en mesure d'enseigner dans les deux langues officielles. Tous les candidats qualifiés sont encouragés à postuler, toutefois la priorité sera accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université d'Ottawa soutient à l'échelle d'emploi et elle encourage les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler.

MECHANICAL & MATERIALS ENGINEERING – University of Western Ontario. Applications are invited for a probationary (tenure-track) appointment in the area of computer-aided design, computer-aided manufacturing, industrial automation, and/or mechatronics, at the rank of Assistant Professor in the Department of Mechanical and Materials Engineering effective July 1, 2008 or as soon as possible thereafter. If qualifications and experience warrant a higher rank, consideration will be given to an appointment at the Associate Professor (probationary tenure track) rank. The Department of Mechanical and Materials Engineering is one of four departments in Western Engineering (<http://www.eng.uwo.ca>). The Department currently has 2-3 faculty members, 7 staff members, and 96 graduate students enrolled in the MEng, MSc, and PhD programs (<http://www.eng.uwo.ca/mechanical>) and is involved in research in five strategic areas: thermofluids, materials, biomechanics, biomedical technologies & systems, solid mechanics & dynamics. Situated in picturesque London, Ontario, a city with a population of approximately 340,000 along the banks of the Thames River, the University of Western Ontario has made a commitment to excel as a research intensive university (<http://communications.uwo.ca/western/about.html>). We seek energetic and dynamic candidates who will be able to positively contribute to both teaching and research efforts of our Department. The successful candidate will have an appropriate PhD degree and will have outstanding research and teaching and publication. The successful candidate will be expected to maintain an ongoing vigorous research program, collaborate with existing faculty, attract external research

funding, supervise graduate students, instruct undergraduate and graduate courses and participate in other educational and professional activities. Candidate will be expected to participate in the normal administrative activities of the Department, Faculty, and University. Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for this appointment. Person applying for this position should forward a curriculum vitae and the names and addresses of three referees to: Chair, c/o C Series, Administrative Assistant, Department of Mechanical and Materials Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to mecheng1@uwo.ca. Consideration of applications will commence on January 2, 2008 and continue until the position is filled. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

MECHANICAL & MECHANOTRONICS ENGINEERING – University of British Columbia. The Department of Mechanical Engineering at the University of British Columbia invites applications for a tenure-track faculty position in Mechatronics at the Assistant Professor level. The starting date will be July 2008, or as soon as possible thereafter. The Department has an excellent reputation among the undergraduate students and entry into Mechanical Engineering is highly competitive. Entry into the Mechatronics Option within Mechanical Engineering is particularly competitive, which ensures an exceptional pool of students in the Option. The successful candidate will hold a PhD degree or equivalent in Mechanical Engineering or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are interested in candidates with a strong commitment to teaching excellence and an outstanding research record in any area in which expertise in both Mechanical Engineering and Electrical Engineering is critical. Such areas include, but are not limited to, mechatronic design, instrumentation including sensors, actuators and control hardware, digital electronics, robotics, embedded systems and computer architecture, micro-electromechanical systems, rapid prototyping, signal processing for mechatronics/biomechanical engineering, and precision and optical engineering. Industrial experience in related areas is an asset. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The positions are subject to final budgetary approval. Applicants should submit a curriculum vitae (indicating current citizenship), a statement (1-2 pages) of research and teaching interests and experiences, and names and addresses (day/e-mail included)

of four referees to: Professor Sheldon Green, P.Eng., Head, Department of Mechanical Engineering, University of British Columbia, Vancouver, BC, V6T 2Z4, Canada. The closing date for applications is November 15, 2007. Please do not forward applications by e-mail.

MECHANICAL & MECHANOTRONICS ENGINEERING – University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the planned Masters of Engineering Certificate program in green engineering. The research field is flexible; areas of interest for this position include, but not limited to, energy system analysis and design, energy impact assessment, renewable energy, advanced energy technologies, energy storage, pollutant emission reduction and abatement, etc. Applicants must have extensive communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Email: mech@uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MECHANICAL & MECHANOTRONICS ENGINEERING – University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in Solid Mechanics at the assistant, associate, or full professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. We seek an individual with a strong background in experimental mechanics and research interests in one or more of the following emerging areas: micro/nano-mechanics, mechanics of thin films, mechanics of advanced polymers and polymeric composites, damage mechanics and bioengineering. In particular, candidates with expertise in the interface of two or more of these areas are encouraged to apply. The

ability to develop synergies with existing research activities within the department and the university, and work well in a multidisciplinary environment will be an asset. Applicants must hold a PhD in Mechanical Engineering or a related area and have relevant experience, potential or proven ability for excellence in teaching and excellent communication skills. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.mme.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical & Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Fax: (519) 888-4351. Email: mech@uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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MECHANICAL ENGINEERING – University of British Columbia. The Department of Mechanical Engineering at the University of British Columbia is seeking to nominate at least one woman and/or Aboriginal candidate for a Natural Sciences and Engineering Research Council of Canada (NSERC) University Faculty Award (UFA) in the Fall 2008 competition. The University Faculty Award was created by the Natural Sciences and Engineering Research Council to encourage Canadian universities to appoint very promising women and/or Aboriginal researchers to tenure-track positions in science and engineering. The nominee will hold a PhD degree or equivalent in Mechanical Engineering, Electrical Engineering, or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are interested in candidates with a strong commitment to teaching excellence and with an outstanding



GERRY MCDOLE PROFESSORSHIP AWARD

Award: \$50,000 | Application Deadline: December 15, 2007
Guidelines & application information can be obtained by visiting:
http://umanitoba.ca/faculties/medicine/research/other_funding.html

Academic Forensic Pathologist

Vancouver Acute, part of Vancouver Coastal Health, is a major tertiary care teaching hospital affiliated with the University of British Columbia (UBC). A referral centre for the entire province, we currently perform 650 autopsies for the British Columbia Coroner's Service each year. You will join an experienced Forensic Pathologist on our staff.

With an FRCP (in Anatomical or General Pathology) (or equivalent), you are certified in Forensic Pathology by either the American Board of Pathology or a comparable organization and are already established in Academic Forensic Pathology, or are interested in pursuing such a career.

With a clinical faculty appointment at UBC in the Department of Pathology and Laboratory Medicine, you will participate in Departmental teaching programs including undergraduate and graduate students as well as resident training and administrative tasks, including committee work and research. You will also act as coordinator for pathology resident autopsy and forensic rotations.

Salary and hospital rank will be commensurate with qualifications and experience. The position is available July 1, 2008 and is open to those legally entitled to work in Canada. UBC and its affiliates hire on the basis of merit and are committed to employment equity. Candidates should be eligible for licensure by the College of Physicians and Surgeons of B.C. All qualified individuals are encouraged to apply.

Letters of application and the names of three referees should be submitted with a current CV to:

Dr. Blake Gilks, Regional Associate Medical Director,
Department of Pathology and Laboratory Medicine,
Vancouver Acute, 855 West 12th Avenue, Vancouver, BC V5Z 1M9, Canada.
Email: blake.gilks@vch.ca

Vancouver Coastal Health
Promoting wellness. Ensuring care.
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CAREERS CARRIÈRES

ing research record in areas related to applied mechanics or mechatronics. Industrial experience in related areas is an asset. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. In accordance with the NSERC regulations for the awards, an applicant must be female and/or Aboriginal and must be a Canadian citizen or a permanent resident of Canada. Further information on the UFA Program is available at www.nserc.ca. The position is subject to funding approval by the University and NSERC. Applicants should submit a curriculum vitae, a statement (2-3 pages) of research and

teaching interests and experience, and names and addresses (fax/e-mail included) of four referees to: Professor Sheldon Green, P. Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, BC, Canada, V6T 1Z4. The closing date for applications is November 15, 2007. Please do not forward applications by e-mail.

■ MEDICINE — University of Alberta. Faculty Position, Pulmonary Medicine/Glass-Smithe Translational Research Chair. The Division of Pulmonary Medicine at the University of Alberta is searching for a new faculty member at the level of Assistant or Associate Professor. We are pleased to announce that this faculty position will include the Glass-Smithe Translational Research Chair. Applicants must have completed a Pulmonary Medicine fellowship at an ac-

credited facility and have Royal College certification in Pulmonary Medicine or its equivalent. Alternatively, applicants must have a PhD with post-doctoral training in airways research and a strong understanding of human pulmonary pathophysiology. Ideally, the applicant must have training and experience in the field of airway research with a strong background in translational research. We are specifically looking for an individual with a track record of initiating and/or participating in clinical research programs in obstructive airway diseases. The successful candidate will be expected to collaborate with an established group of scientists for events such as the World Allergy Society, the Commonwealth Games and the 2007 World Championships in Athletics. The University has sponsored 38 active spin-off companies that have created more than 3300 jobs in the Edmonton area. Over 180 formal linkages have been forged with institutions in 46 countries using the U of A's international network. The city of Edmonton, with a metro population of approximately 1,000,000, is the capital of Alberta, and is well known for its vibrant river valley, vibrant festivals and outstanding cultural facilities. Applications should include a curriculum vitae and the names and addresses of three potential referees. Correspondence should be directed to: Dr. Irvin Spector, Director, Personnel Services, e-mail: irvin.spector@ualberta.ca, and Dr. Redwan Mobiel, Director, Pulmonary Medicine Research Group, E-mail: redwan.mobiel@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents are given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Our division conducts the full range of subspecialty Pulmonary services including Critical Care, Sleep Medicine and Pulmonary Transplantation. The successful applicant will be required to renew the Glass-Smithe Translational Research Chair on a five-year term. The University of Alberta is one of the major research universities in Canada with over 36,000 students, research funding over \$220 million yearly, more than 400 distinct research laboratories and more than 110 masters and PhD programs. The 89 hectare campus contains outstanding educational, research and cultural facilities and has been a major site for events such as the World Allergy Society, the Commonwealth Games and the 2007 World Championships in Athletics. The University has sponsored 38 active spin-off companies that have created more than 3300 jobs in the Edmonton area. Over 180 formal linkages have been forged with institutions in 46 countries using the U of A's international network. The city of Edmonton, with a metro population of approximately 1,000,000, is the capital of Alberta, and is well known for its vibrant river valley, vibrant festivals and outstanding cultural facilities. Applications should include a curriculum vitae and the names and addresses of three potential referees. Correspondence should be directed to: Dr. Irvin Spector, Director, Personnel Services, e-mail: irvin.spector@ualberta.ca, and Dr. Redwan Mobiel, Director, Pulmonary Medicine Research Group, E-mail: redwan.mobiel@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents are given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

all graduate students and three academic referees under separate cover to: Dean of Faculty, Regis College, St. Mary Street, Toronto, Ontario, Canada, M4Y 2R5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ MUSCULOSKELETAL BIOMECHANICS — York University. York University's School of Kinesiology and Health Science, in the Faculty of Health, is seeking applicants for a tenure-track appointment at the Assistant Professor level, effective July 1, 2008. See our ad in this issue's Careers section.

■ MUSIC — York University. York University's Department of Music is seeking an applicant for a full-time tenure-track position at the rank of Assistant Professor in Violin/Viola Performance, effective July 1, 2008. See our ad in this issue's Careers section.

■ MUSIC — University of Windsor. The University of Windsor School of Music invites applications for a tenure-track position in the rank of Assistant Professor commencing July 1, 2008. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Sandra Curtis, Director, School of Music, University of Windsor, Windsor, Ontario, N9B 3P4, Phone: (519) 253-3000 ext. 2795, Fax: (519) 971-3614, e-mail: scurtis@uwindsor.ca. For information on the graduate program in the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-685-8608 (toll free) or with rich traditions in the area of music. North America at 001-519-561-1432 or Email: recruitment@uwindsor.ca.

■ MUSIC (COMPOSITION) — Brandon University. Brandon University is a leader in providing high quality education to over 3,000 full and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personal learning environment. The School of Music, Brandon University, invites applications for a probationary tenure-track position in the rank of Assistant Professor to include teaching studio lessons, pedagogy and repertoire classes. Other duties may be assigned in areas relevant to the successful candidate's interests and expertise. A Master's degree is required. A doctorate or MFA in Music Composition (preferred) is preferred. Rank and Salary: commensurate with qualifications and experience. Start date: September 1, 2008. Deadline for applications: November 23, 2007 or until the position is filled. Please send a letter of application including a CV, CO or DVD and names/addresses of three references. Contact: Dr. Glen Caruthers, Dean, School of Music, Brandon University, 270-28th Street, Brandon, Manitoba, Canada, R7A 6A9, Fax: (204) 728-6839; e-mail: music@brun.ca. For more information visit: www.brun.ca/music. Short-listed candidates will be required to provide official copies of credentials at the time of the interview. We thank all applicants for their interest and effort in applying for this position, and advise that only those candidates selected for interviews will be contacted. Short-listed candidates will be expected to provide credentials at the time of the interview. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

■ MUSIC (COGNITIVE) — McMaster University. The School of the Arts at McMaster University is seeking an outstanding individual for a tenure-track position at the As-

stant Professor rank in the area of Music Cognition. Candidates must have a doctorate in psychology, neuroscience, or a related discipline, and have a strong interdisciplinary research program in the Cognitive Science area with a focus on Music with international applications. University-level training and a deep understanding in both music and psychology is essential. The candidate will be expected to take a leadership role in the McMaster Institute for Music and the Mind (http://mim.mcmaster.ca/) and in coordinating the offerings of the Music Program with this new initiative. The Institute involves collaborations between the Faculty of Humanities and the Faculties of Science, Engineering, Social Sciences, and Health Sciences, with the goal of promoting multidisciplinary research in the scientific study of music. The ideal candidate's interests and strengths will both complement and connect existing strengths at McMaster in Music, Music Cognition, Perception, Neuroscience and Linguistic Cognitive Science, in addition to demonstrating accomplishment and future potential in research and publication. The candidate will be expected to teach core undergraduate music courses as well as courses associated with the forthcoming new concentration in the Cognitive Science of Music, and to be instrumental in setting up an anticipated graduate program in the cognitive science of music and music education. McMaster is a research-intensive university, with particular strengths in education, theory, and criticism, and Experimental Psychology with particular strengths in perception, cognition, development, behavioural neuroscience and evolutionary psychology. McMaster has excellent facilities for research, and a statement of teaching and research interests. All documentation submitted in support of your application becomes the property of the University and is not returnable. Candidates should arrange to have three confidential letters of reference sent directly to the address below. Applications and supporting documentation should be sent to: Dr. Sandra Curtis, Director, School of the Arts, McMaster University, 1280 Main St. W., Hamilton, Ontario, Canada M8S 4L2. Appointment with particular interest in the position has been filled. To be assured of early consideration, all applications should be received by the deadline of November 15, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents are given priority. The University is strongly committed to employment equity and to the recruitment and retention of a diverse faculty and staff. The University encourages applications from all qualified citizens and permanent residents, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.

■ MUSIC (COMPOSITION) — University of Toronto. The Faculty of Music is seeking a tenure-track position for a full-time tenure-track position in collaborative piano. The appointment will be for a five-year term commencing July 1, 2008. We seek an accomplished pianist with particular experience in vocal and piano repertoire, and a strong background in collaborative piano studies. Duties will include instruction, research, lesson planning and classes, plus coordination of student accompanists and recruitment of graduate students. Applicants must have extensive and demonstrated effectiveness in working with pianists and singers at the graduate and undergraduate levels as well as an active performing profile. The successful candidate will also have chamber music experience and demonstrate expertise in lyric diction, knowledge of languages, and vocal repertoire. A Master's degree or equivalent in experience is required. Salary will be commensurate with qualifications and experience. The University of Toronto is located in the heart of one of the world's great cities, and the Faculty of Music plays a vital part in its active music life. The Faculty of Music is an academic division of Canada's largest research university in the culturally rich and diverse city of Toronto. It offers undergraduate and postgraduate programs in Music composition, music education, musicology/theory, ethnomusicology, and performance, including jazz and opera. Further information about the Faculty of Music programs can be found on the website: www.music.utoronto.ca. Candidates should send a letter of intent, recording(s), and a professional dossier to Office of the Dean (Collaborative Piano), Faculty of Music, University of Toronto, 80 Queen's Park, Toronto, Ontario, Canada M5S 2C5. They should also arrange to have three confidential letters of reference sent by the deadline of December 3, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ MUSIC (COMPOSITION) — University of Toronto. The Faculty of Music, University of Toronto, seeks a composer for a full-time tenure-track appointment at the rank of Assistant Professor. The appointment begins July 1, 2008. Preference will be given to candidates with demonstrated experience and promise in concert music and/or new media and audio/visual technologies. The successful candidate will demonstrate strong teaching and research skills; teach responsibilities include undergraduate composition courses and graduate seminars as well as private composition instruction at both undergraduate and graduate levels. A doctoral degree in music composition or its career equivalent is required. Salary will be commensurate with qualifications and experience. Applicants should send a current cv, samples of their work, and arrange to have three confidential letters of reference sent to the Office of the Dean (Composer Search Committee), Faculty of Music, University of Toronto, 80 Queen's Park, Toronto, Ontario, Canada M5S 2C5. Letters of reference should address professional and academic accomplishments and potential. They should also provide evidence of successful teaching. To ensure full consideration, materials must be received by December 3, 2007. The University of Toronto is located in the heart of one of the world's great cities, and the Faculty of Music plays a vital part in its active music life. The Faculty of Music is an academic division of Canada's largest research university in the



McGill

Two Tenure Track Positions, Dept. of Biology Cell and Developmental Biology

The Department of Biology at McGill University invites applications for two positions in Cell and Developmental Biology. Candidates using genetically well-characterized animal, plant, or fungal model systems are particularly encouraged to apply, as are applicants focusing on subcellular structures using advanced imaging and microscopy techniques or single-molecule manipulations.

The successful candidates will be joining the Developmental Biology Research Initiative (DBRI), a dynamic, interactive group of researchers working on a range of subjects in yeast, C. elegans, Drosophila, Xenopus, mice, and Arabidopsis (http://www.biology.mcgill.ca/DBRI/dbri_home.htm). The DBRI has completed a \$19.8M infrastructure renovation and upgrade project, and is an integral part of the McGill University Life Sciences Research Complex. The successful candidates will be provided with ample research space in the new Bellin Life Sciences Building which will open in May 2008. We anticipate that these positions will be filled at the Assistant Professor (tenure-track) level, but applications from more established candidates

may be considered for recruitment at the Associate or Full Professor rank. Competitive start-up and equipment funding packages will be available. The successful candidate is expected to contribute to undergraduate and graduate teaching in the department and to maintain an externally funded research program.

Applicants should possess a Ph.D. degree and significant postdoctoral experience resulting in research publications. Persons wishing to be considered for these positions should forward a curriculum vitae, a statement of research interests, a statement of teaching interests, copies of major publications and arrange to have three letters of reference submitted directly to:

**Cell and Developmental Biology Search c/o Ms. Zabrina Kishodayan
Department of Biology
McGill University
1205 Doctor Penfield Ave.
Montreal, Quebec, H3A 1B1 Canada
The application deadline is
10 December 2007**

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

www.mcgill.ca



McGill

Chair, Anatomy and Cell Biology Faculty of Medicine

The Faculty of Medicine at McGill University one of the oldest and most respected in North America, is moving applications as part of an international search for the position of Chair, Department of Anatomy and Cell Biology.

The Department of Anatomy and Cell Biology has a strong tradition of excellence in research and teaching. It consists of 16 full-time academic staff members, 4 part-time appointees, 11 adjunct professors and 12 associate members and is well supported by CHIR, NSERC, NIH and other funding agencies. It offers a dynamic research environment with extensive inter-departmental and multi-disciplinary research collaborations. Opportunities exist to develop exciting areas and build new areas of strength through recruitment. The Department participates in teaching at all levels including undergraduate, graduate and medical students, and postdoctoral fellows. Further details can be found at: <http://www.mcgill.ca/anatomy/>

Candidates should have a commitment to research and teaching and an international reputation in the field of anatomy and cell biology broadly defined at the systems, cellular or molecular levels is essential. The successful applicant will have completed a doctoral degree and have a strong record of research accomplishments and proven administrative and teaching skills.

Interested applicants should email their curriculum vitae, including a list of publications, a statement of interest, as well as the names, addresses and emails of three references. Please indicate "Chair, Anatomy and Cell Biology" in the subject line. The address is:

**facultyaffairs.med@mcgill.ca
c/o Dr. John A. Robson
Faculty of Medicine
McGill University
3605 de la Montagne
Montreal, QC H3G 2M1
CANADA**

The deadline for submission is November 30, 2007.

Candidates would benefit from a working knowledge of both official languages. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

www.mcgill.ca

Directeur ou directrice Département d'anatomie et de biologie cellulaire

La Faculté de médecine de l'Université McGill, l'une des plus anciennes et des plus réputées en Amérique du Nord, lance une invitation à l'échelle internationale aux personnes désireuses de poser leur candidature au poste de directeur ou de directrice du Département d'anatomie et de biologie cellulaire.

Le Département d'anatomie et de biologie cellulaire a une solide tradition d'excellence en matière de recherche et d'enseignement. Il compte seize professeurs à temps plein et quatre à temps partiel, onze professeurs associés et douze professeurs agrégés. Par ailleurs, le Département compte sur l'appui des IRSC, du CRNSG, des NIH et d'autres organismes de financement. Il offre un environnement de recherche dynamique où la collaboration interdépartementale et multidisciplinaire occupent une place de choix. Par ailleurs, il est possible de développer les domaines existants et de créer de nouveaux secteurs de recherche grâce au recrutement. Le Département participe aux activités d'enseignement à tous les niveaux, qu'il s'agisse d'étudiants de premier, deuxième ou troisième cycle, d'étudiants en médecine ou de boursiers au niveau postdoctoral. Pour en savoir plus, consultez le site <http://www.mcgill.ca/anatomy/>.

Les candidats doivent être passionnés pour la recherche et l'enseignement et jouir d'une renommée internationale dans le domaine de l'anatomie et de la biologie cellulaire, particulièrement sur les plans cellulaire, moléculaire et des systèmes. De plus, la personne retenue doit être titulaire d'un doctorat et posséder un solide dossier de réalisations en matière de recherche ainsi que des capacités éprouvées en gestion et en enseignement.

Si le poste vous intéresse, envoyez votre CV par courriel, accompagné d'une liste de publications, d'une lettre de motivation et des noms, adresses et courriels de trois références. Veuillez indiquer « Directeur ou directrice du Département d'anatomie et de biologie cellulaire » dans la ligne de mention de l'objet. Envoyez votre documentation à l'adresse

**facultyaffairs.med@mcgill.ca
À l'attention de : Dr. John A. Robson
Faculté de médecine
Université McGill
3605, rue de la Montagne
Montréal (Québec) H3G 2M1
CANADA**

La date limite pour poser votre candidature est le 30 novembre 2007.

Les candidats bénéficieraient d'une connaissance pratique des deux langues officielles. Toutes les personnes qualifiées sont invitées à poser leur candidature. Cependant, conformément aux règlements canadiens en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill s'engage pleinement à l'équité en matière d'emploi.

CAREERS CARRIÈRES

culturally rich and diverse city of Toronto. It offers undergraduate and graduate degrees in music composition, music education, musicology/theory, ethnomusicology, and performance, including jazz and opera. Further information about the Faculty of Music programs can be found on the website: www.music.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MUSIC (ETHNOMUSICOLOGY)** — University of Toronto. The Faculty of Music, University of Toronto, is seeking an ethnomusicologist. This tenured position will be at the rank of Assistant Professor and candidates must have a completed Ph.D. The appointment begins July 1, 2008. We seek candidates with expertise in the music of one of the following areas: East Asia, Africa, Latin America, Europe. We are interested in someone with teaching experience and a promising research profile in publications. For to maintain ability is considered an asset. Salary will be commensurate with qualifications and experience. The University of Toronto is located in the heart of one of the world's great cities, and the Faculty of Music plays a vital part in its active music life. The University of Toronto is an academic division of Canada's largest research university in the culturally rich and diverse city of Toronto. It offers undergraduate and graduate degrees in music composition, music education, musicology/theory, ethnomusicology, and performance, including jazz and opera. Further information about the Faculty of Music programs can be found on the website: www.music.utoronto.ca. Applicants should send a current c.v. and arrange to have three letters of reference sent to the attention of the Chair, Department of the Ethnomusicology Search Committee, Faculty of Music, University of Toronto, 50 Queen's Park, Toronto, Ontario, Canada M5S 2C5. Letters of reference should address potential as a publishing scholar and provide evidence of successful teaching. All materials must be received by December 31, 2007. The University of Toronto offers an excellent work-life balance, conduct research and live in one of the most cosmopolitan cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to the diversity of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MUSIC (JAZZ STUDIES)** — Brandon University. Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. The School of Music, Brandon University, invites applications for two probationary tenure-track positions in jazz studies. Preference will be given to pianists, drummers and bass players. Responsibilities will include teaching studio lessons, undergraduate courses in jazz studies (e.g. history, theory, improvisation etc.) and coaching jazz ensembles. Other duties may be assigned in areas relevant to the successful candidate's interests and expertise. A Master's degree is required. A doctorate (or comparable professional experience) is preferred. Rank and Salary commensurate with qualifications and experience. Start Date: August 1, 2008. Deadline for Applications: November 23, 2007 or until the position is filled. Please send a letter of application, including a CV, CD or DVD, and names/addresses of three references. Contact: Dr. Glen Gauthier, Dean, School of Music, Brandon University, 270-18th Street, Brandon, Manitoba, Canada, R7A 6A5. Fax: (204) 728-6839. E-mail: music@brandonu.ca. For more information visit: www.brandonu.ca. Short-listed candidates will be required to provide official copies of credentials at the time of the interview. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

■ **MUSIC (ORCHESTRAL CONDUCTING)** — University of Toronto. The Faculty of Music, University of Toronto, invites applications for a full-time tenure-track position in orchestral conducting. This tenure stream appointment at the rank of Assistant Professor will begin July 1, 2008. Applicants must have experience and demonstrated effectiveness in working with students at the graduate and undergraduate levels as well as an active orchestral conducting profile. The successful candidate will also have a strong interest in conducting pedagogy and a secondary interest in opera repertoire. Duties will include conducting the University of Toronto Symphony Orchestra in concert and opera performances, graduate conducting lessons and masterclasses, sectionals and active participation in the administration of the orchestral and graduate conducting areas. A Master's degree or equivalent in experience is required. Salary will be commensurate with qualifications and experience. Applicants should send a letter of intent, recordings, and a professional dossier to: Dean, Orchestral Conducting Search Committee, Faculty of Music, University of Toronto, 50 Queen's Park, Toronto, Ontario, Canada M5S 2C5. They should also arrange to have three letters of reference sent by the December 31, 2007. The University of Toronto is located in the heart of one of the world's great cities, and the Faculty of Music plays a vital part in its active music life. The University of Toronto is an academic division of Canada's largest research university in the culturally rich and diverse city of Toronto. It offers undergraduate and graduate degrees in music composition, music education, musicology/theory, ethnomusicology, and performance, including jazz and opera. Further information about the Faculty of Music programs can be found on the website: www.music.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual

minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MUSIC (THEORY)** — University of Toronto. The Faculty of Music, University of Toronto, invites applications for a full-time tenure-track position commencing on July 1, 2008. Professor of Music Theory. This position is at the assistant professor level. Candidates must have the Ph.D. in an area of music scholarship pertinent to undergraduate and graduate training and research at the University of Toronto. The department's principal research areas are the history and theory of music in European and North American contexts, the theory and criticism of musical performance, and music pedagogy and cognition. The successful candidate must maintain a program of research and publication sufficient for the director of thesis students at the level of the Masters. Teaching duties will include core undergraduate courses in music theory taught in French, as well as upper-level electives and graduate courses in music theory, musicology, musicology, or music history. The successful candidate must participate in the administration of the department. Salary is commensurate with qualifications and experience and consistent with the Collective Agreement. Candidates should submit a letter of application and a curriculum vitae, and should arrange for three confidential letters of recommendation from qualified referees to be sent under separate cover to the following addresses: Chair, Department of Music, University of Toronto, 50 Queen's Park, Toronto, Ontario, Canada M5S 2C5. Letters of reference should address potential as a publishing scholar and provide evidence of successful teaching. All materials must be received by December 31, 2007. The University of Toronto offers an excellent work-life balance, conduct research and live in one of the most cosmopolitan cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to the diversity of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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Academic Position, Education Researcher

The Department of Family Medicine, Faculty of Medicine & Dentistry, University of Alberta is seeking an Education Researcher with PhD level qualifications in education. The Education Researcher will be a resource to Department members, supporting and guiding the assessment of, and research into, the Department's educational activities. Working with Department members, the incumbent will facilitate the implementation of innovative educational programs. The successful candidate will be experienced in education research methodology and practice, and will have knowledge of principles concerning course development. In addition, he/she will have excellent interpersonal skills and be able to work collaboratively. The Department of Family Medicine is engaged in a wide spectrum of undergraduate and postgraduate medical education, as well as faculty development. The Department also participates in a variety of Distributed Learning Programs within the Faculty of Medicine & Dentistry.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

This is a full-time, tenure track contingent faculty position, which is funded through the Department's Academic Alternate Relationship Plan. The salary and rank will be commensurate with qualifications and experience. This position is open immediately. Interested individuals should submit an up-to-date curriculum vitae, brief descriptions of research, and the names and addresses of three referees. Interested candidates are asked to submit their application by November 25, 2007; however, the competition will remain open until the position is filled. Interested applicants may apply to:

Dr. G.R. Spooner
Professor and Chair
Department of Family Medicine
University of Alberta
205 College Plaza
Edmonton, Alberta, Canada T6G 2C8
Phone: (780) 492-6611
Fax: (780) 492-8191

www.careers.ualberta.ca

TENURE TRACK FACULTY POSITIONS

Lakehead University ~ Orillia campus
seeks applicants to fill appointments in the following areas to commence August 1, 2008:

Psychology

- one position requiring interest in teaching undergraduate courses including Introductory Psychology, Introductory Child Psychology, Statistical Methods, Cognitive Psychology, Social Psychology, Abnormal Psychology, and Behaviour and Drugs

Social Work

- one position requiring an excellent practice, research, and teaching track-record in the area of clinical practice and social policy or community development
- expertise in field education would be an asset

Anthropology

- one position requiring ability to teach introductory level courses in the three main fields of Cultural, Biological, and Archaeological Anthropology

Mathematical Science

- one position requiring ability to teach Calculus and Calculus for Social and Life Science with a special interest in the relationship of math and science

Education

- one position requiring documented evidence of successful teaching and research in either of: educational administration (specialization open) or foundations (educational psychology, philosophy of education, sociology of education)

History

- one position - Canadian historian, geographical, and temporal specializations are open

Biology

- one position requiring ability to teach introductory level courses in plant and animal biology and ecology

For detailed information concerning each of these positions, please visit our website at <http://hr.lakeheadu.ca/employment.php>.

www.lakeheadu.ca | www.orillia.lakeheadu.ca

Lakehead University is emerging as one of Canada's most exciting small comprehensive universities. The Orillia Campus joins with the Thunder Bay Campus to deliver quality undergraduate programming.

Rank of appointment is dependent on qualifications, teaching, and research experience. Successful candidates are expected to initiate vigorous externally funded research programs and participate in graduate programs. All applicants should hold an earned Ph.D. in a relevant discipline by time of appointment unless otherwise specified.

Please note that all positions are subject to final budgetary approval. Applicants should submit a curriculum vitae, a statement of their teaching and research interests, re-prints and pre-prints of publications, and contact information for three referees, to:

Dr. Laurie S. Hayes, Vice-President (Academic) and Provost, Lakehead University
955 Oliver Road, Thunder Bay, ON P7B 5E1 e-mail: vpacademic@lakeheadu.ca

A completed Confirmation of Immigration/Citizenship Status should accompany your package.
This form is available on our website at: <http://hr.lakeheadu.ca/pdf/lmmig.pdf>

Review of applications will begin on January 15, 2008.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified applicants including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

Lakehead
UNIVERSITY

CAREERS CARRIÈRES

d'Ottawa, 50 Université d'Ottawa, DN, K1N 6N5. Date limite: 15 décembre 2007 ou jusqu'à ce que le poste soit comblé. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, celle-ci est de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa soutient l'équité d'emploi et elle encourage les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler. L'Université d'Ottawa est une organisation de salutation de bilinguisme, ville de plus de 150 ans. Pour l'entendre de l'Institut des langues officielles et du bilinguisme, l'Université

offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de la seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue.

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■ NANOTECHNOLOGY ENGINEERING – University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for

several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g., quantum structures, molecular electronics), micro

nano instruments (e.g., nanoscale spectroscopy, fluidics), nanobiosystems (e.g., nanosensors, nanomedicine), and nanomaterials (e.g., nanocrystals, nano-engineered membranes). The successful candidates are expected to establish world-class, independent, externally funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement, and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 Northline Avenue West, Waterloo, Ontario, N2L 3G1, Canada. Email: natech@uwaterloo.ca. Tel: 519-885-1210. Fax: 519-885-1211.

nearly 3,400 academic and support staff, is strategically poised on the Pacific Rim. Organized in ten Faculties and two Divisions, it is known for outstanding scholarship and innovative education and, in particular, for its highly co-educational program in Western Canada. UBC is also BC's second largest employer in the health sector and has exemplary interdisciplinary research centres, which are internationally renowned for research related to health. The University of British Columbia and the University of Northern British Columbia are part of the UBC Faculty of Medicine undergraduate medical education program. The first expansion program intake to the Island Medical Program took place in August 2004. The program is based at the new Medical Sciences Building, a sophisticated state-of-the-art learning and research facility at the UBC campus, and at Vancouver Island Health Authority hospital facilities. The primary appointment for this position will be to the Division of Medical Sciences at the University of Victoria, with an affiliate appointment to the Faculty of Medicine at UBC. UBC is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all ages, and people of all ethnicities, and other research activities. The School encourages the University's All qualified candidates are encouraged to apply. Further information about the Island Medical Program can be obtained at: <http://www.ubc.ca/med>. The deadline for applications is December 15, 2007. The target start date for these positions is January 2008 or earlier as negotiated. Applications should include a curriculum vitae, teaching dossier, and the names of three referees who might comment knowledgeably on the qualifications on the basis of which the individual might be considered for the position. Please send to: Dr. G. Casio, MD, FRCP, Associate Dean, Island Medical Program, University of British Columbia, Head, Division of Medical Sciences, University of Victoria, P.O. Box 1700 Stn CSC, Victoria, BC, V8W 2Y2. Fax: 250-427-5505. Email: mu@uvic.ca.

play a key role within a dynamic Faculty of Health Sciences' Leadership Team. The University of British Columbia and the University of Northern British Columbia are part of the UBC Faculty of Medicine undergraduate medical education program. The first expansion program intake to the Island Medical Program took place in August 2004. The program is based at the new Medical Sciences Building, a sophisticated state-of-the-art learning and research facility at the UBC campus, and at Vancouver Island Health Authority hospital facilities. The primary appointment for this position will be to the Division of Medical Sciences at the University of Victoria, with an affiliate appointment to the Faculty of Medicine at UBC. UBC is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all ages, and people of all ethnicities, and other research activities. The School encourages the University's All qualified candidates are encouraged to apply. Further information about the Island Medical Program can be obtained at: <http://www.ubc.ca/med>. The deadline for applications is December 15, 2007. The target start date for these positions is January 2008 or earlier as negotiated. Applications should include a curriculum vitae, teaching dossier, and the names of three referees who might comment knowledgeably on the qualifications on the basis of which the individual might be considered for the position. Please send to: Dr. G. Casio, MD, FRCP, Associate Dean, Island Medical Program, University of British Columbia, Head, Division of Medical Sciences, University of Victoria, P.O. Box 1700 Stn CSC, Victoria, BC, V8W 2Y2. Fax: 250-427-5505. Email: mu@uvic.ca.



The University of Western Ontario | Faculty of Social Science Aubrey Dan Program in Management & Organizational Studies

Management and Organizational Studies (MOS) is an innovative and rapidly expanding interdisciplinary undergraduate program in the Faculty of Social Science at The University of Western Ontario with over 2,100 students enrolled. This unique program combines management studies with a strong foundation in the social sciences, and currently offers Majors in Accounting; Organizational and Human Resources; Management and Organizational Studies; and Commercial Aviation Management.

Probationary Tenure-Track Positions

Applications are invited for appointments at the rank of Assistant or Associate Professor.

- Accounting
- Commercial Aviation Management
- Finance
- Marketing

Candidates for all positions must have a Ph.D. (or expected completion in 2008) in a related field, possess a strong record of scholarly research and publication, and provide evidence of superior teaching ability. Applications are welcome from candidates in all areas of accounting, commercial aviation management, finance, and marketing. The successful candidates will be expected to develop a strong research program in their related area, teach undergraduate courses, and contribute to ongoing curriculum development. Candidates demonstrating a commitment to working in an interdisciplinary environment will be preferred.

Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. All appointments are effective July 1, 2008. Candidates with lesser qualifications may be considered for limited term appointments.

Applicants can learn more about the MOS Program at www.mos.uwo.ca.

A curriculum vitae and evidence of successful teaching, as well as three academic letters of reference, should be sent to:

**Professor Joan Finegan, Acting Director
Aubrey Dan Program in Management and Organizational Studies
The University of Western Ontario
1151 Richmond Street, Social Science Centre, Room 2404
London, Ontario, N6A 5C2**

Positions subject to budget approval. Applications will be accepted until January 15, 2008 or thereafter until the position is filled. Files will be reviewed prior to the deadline.

The tenure-track positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.



McGill

Chair, Department of Psychiatry Faculty of Medicine

The Faculty of Medicine at McGill University, one of the oldest and most respected in North America, is inviting applications for one of an international search for the position of Chair, Department of Psychiatry.

The Department of Psychiatry has a strong tradition of excellence in research and teaching. It consists of 143 full-time academic staff members, 30 part-time appointees, 17 adjunct professors and 35 associate members and is well supported by CIHR, NSERC, NIH and other funding agencies. It offers a dynamic research environment with extensive inter-departmental and multidisciplinary research collaborations. Opportunities exist to develop existing areas and build new areas of strength through recruitment. The Department participates in teaching at all levels including undergraduate, graduate and medical students, medical residents and postdoctoral and clinical fellows. Further details can be found at: <http://www.mcgill.ca/psychiatry/>.

Applicants should have senior academic experience with proven administrative and teaching skills. A commitment to research with an international reputation in this domain is an important attribute. The selected candidate must be a M.D. and be licensed, or eligible for licensure, in the Province of Quebec.

Interested applicants should email their curriculum vitae, including a list of publications and a statement of interest, along with the names, addresses and emails of three references. Please indicate 'Chair, Psychiatry' in the subject line. The address is:

**facultyaffairs.med@mcgill.ca
c/o Dr. John A. Robson
Faculty of Medicine
McGill University
3605 de la Montagne
Montreal, QC H3G 2M1, Canada
The deadline for submission is November 30, 2007.**

Candidates would benefit from a working knowledge of both official languages. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

www.mcgill.ca

Directeur ou directrice Département de psychiatrie

La Faculté de médecine de l'Université McGill, l'une des plus anciennes et des plus réputées en Amérique du Nord, lance une invitation à l'échelle internationale aux personnes désireuses de poser leur candidature au poste de directeur ou de directrice du Département de psychiatrie.

Le Département de psychiatrie a une solide tradition d'excellence en matière de recherche et d'enseignement. Il compte 143 professeurs à temps plein et 30 à temps partiel, 17 professeurs associés et 35 professeurs agrégés. Par ailleurs, le Département compte sur l'appui des IRSC, du CRSH, des NIH et d'autres organismes de financement. Il offre un environnement de recherche dynamique où la collaboration interdépartementale et multidisciplinaire occupe une place de choix. Par ailleurs, il est possible de développer les domaines existants et de créer de nouveaux secteurs de recherche grâce au recrutement. Le Département participe aux activités d'enseignement à tous les niveaux, qu'il s'agisse d'étudiants de premier, deuxième ou troisième cycle, d'étudiants de médecine, de boursiers du niveau postdoctoral ou de boursiers cliniques. Pour en savoir plus, consultez le site <http://www.mcgill.ca/psychiatry/>.

Les candidats doivent posséder une expérience universitaire confirmée et des capacités éprouvées en gestion et en enseignement. Ils doivent également être passionnés pour la recherche et pour d'une renommée internationale dans le domaine. La personne retenue doit être titulaire d'un doctorat en médecine et avoir l'autorisation d'exercer au Québec ou être admissible à cette autorisation.

Si le poste vous intéresse, envoyez votre CV par courriel, accompagné d'une liste de publications, d'une lettre de motivation et des noms, adresses et courriels de trois références. Veuillez indiquer « Directeur ou directrice du Département de psychiatrie » dans la ligne de mention de l'objet. Envoyez votre documentation à l'adresse:

**facultyaffairs.med@mcgill.ca
À l'attention de : Dr. John A. Robson
Faculté de médecine
Université McGill
3605, rue de la Montagne
Montréal (Québec) H3G 2M1 – Canada
La date limite pour poser votre candidature est le 30 novembre 2007.**

Les candidats bénéficieraient d'une connaissance pratique des deux langues officielles. Toutes les personnes qualifiées sont invitées à poser leur candidature. Cependant, conformément aux règlements canadiens en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill soutient pleinement l'équité en matière d'emploi.

OBSTETRICS & GYNECOLOGY – McGill University

The Department of Obstetrics and Gynecology at McGill University is seeking applications for two academic positions for Maternal Fetal Medicine. Applications are invited from MD's eligible to practice in Quebec with certification in Obstetrics and Gynecology. Preference will be given to those who have completed subspecialty fellowship training in Maternal Fetal Medicine. Substantial start-up funds are available to support the development of an externally funded research program. These positions are University hospital supported academic positions at the Associate Professor level. Salary is commensurate with qualifications and experience.

In accordance with Canadian immigration requirements, these positions are offered in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Those interested should submit a letter describing their clinical experience, research interests, a curriculum vitae and the names of three references to: Dr. Seung Lin Tan, James Edmund Douglas Professor and Chairman, Department of Obstetrics and Gynecology, McGill University, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec, Canada, H3A 1A1. Fax: (514) 843-1678; Email: seunglin@mcgill.ca.

OBCCUPATIONAL THERAPY (CHAIR) – University of Alberta

University of Alberta. Applications are invited for the tenure track position of Chair of the Department of Occupational Therapy at the University of Alberta. The Department is the second largest program of Canada and is poised for continued growth. Newly allocated funding has resulted in increased enrollment and expanded program delivery methods. As part of the Faculty of Rehabilitation Medicine, the Department offers an entry-to-practice degree in Occupational Therapy (as of September 2007, the undergraduate program in Occupational Therapy will change to a Master's program and participants fully in an interdisciplinary MSc (thesis) and PhD degree programs in Rehabilitation Science. The Department's Vision

is to be the leading center in the world in the study of human movement and its application to health and rehabilitation.

The Department is seeking applications for the position of Chair of the Department of Occupational Therapy at the University of Alberta. The Department is the second largest program of Canada and is poised for continued growth. Newly allocated funding has resulted in increased enrollment and expanded program delivery methods. As part of the Faculty of Rehabilitation Medicine, the Department offers an entry-to-practice degree in Occupational Therapy (as of September 2007, the undergraduate program in Occupational Therapy will change to a Master's program and participants fully in an interdisciplinary MSc (thesis) and PhD degree programs in Rehabilitation Science. The Department's Vision

at Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applicants will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women and persons with disabilities.

■ **PHILOSOPHY** — Simon Fraser University, Department of Philosophy, Burnaby, British Columbia, Canada. Rank: Assistant Professor; beginning 1 September 2008. AOE: open, but departmental needs in Ethics are currently being met. AOE: open.

g, teach in one or more
and supervise graduate
o contribute to the under-
nion of the department's

effective from July 1, 2008.
ions and experience. The
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tes of human dignity,
iversity is committed to
work that includes all
members of visible
abilities. All qualified
Canadian citizens and

ications on January 31, 2008

www.careers.ualberta.ca

Specifically, the BA in Native Studies, the Combined degrees (BA in secondary education, and Environmental and Conservation students. In addition, the program.

Recreation and Recreation graduate students in Recreation, Sport and and a combined BPE/ and secondary education. MA, PhD and an MBA in conjunction with the curriculum vitae, brief teaching interests, and the mailing addresses, phone/ w of applications will be with continue until the

If suitable Canadian citizens
basis of merit. We are
ed women and men, including

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CAREERS CARRIÈRES

PHYSICS. The successful candidate will join an outstanding group of experimental and theoretical faculty in the Department of Physics, which has a strong concentration in electron systems, materials physics and condensed matter physics. The successful candidate will also have the opportunity to interact with related groups in cold atom physics, quantum optics, quantum information physics, photonic crystals, nonlinear physics and biological physics. We invite applications from individuals who are interested in physics and want to contribute an important finding in both research and teaching. The salary will be commensurate with qualifications and experience. To apply, please complete hard copy applications only, including a curriculum vitae, list of publications and a list of references, and send them to: Professor Michael Luke, Chair, Department of Physics, University of Ottawa, 45 John J. Fisher Drive, Toronto, ON, M5S 1A7, Canada. Applications will be reviewed beginning December 1, 2007 and will continue until the position is filled. Received by December 1, 2007 will be given first consideration. The University of Toronto is an equal opportunity employer in research and life. In one of the most diverse cities in the world, and is strongly committed to diversity. The University of Toronto University especially welcomes applications from visible minority group members, persons with disabilities, members of sexual minority groups and others who may contribute to the diversity of the University. All qualified candidates are encouraged to apply; however, Canadians and permanent residents are preferred.

■ **PHYSICS – University of Ottawa:** The Department of Physics of the University of Ottawa is seeking a full-time faculty member in the track positions: one in experimental condensed matter physics and the other in biological physics. The successful candidate(s) may be at the Assistant Professor level, but applications for higher ranks will also be considered. The successful candidate(s) to build its strength in areas such as, but not limited to, condensed matter physics, biological physics, quantum optics, etc. Successful applicants must have a PhD and postdoctoral experience, and have demonstrated research and teaching skills. Research along with a strong commitment to teaching. The individuals will be expected to develop and supervise graduate researches distributed across the University and its affiliated Institutes. As Canada's largest bilingual university, the University of Ottawa has a rich and attractive city, well served for national and international travel. It has numerous research facilities and excellent access to summer summer and winter outdoor activities. Also has a high concentration of research in the areas of environmental and industrial. The University of Ottawa has a proud tradition of 150 years of bilingualism and multiculturalism. The University is expected to have the ability to function in a bilingual setting. Start date: July 1, 2008. For more information, please send your curriculum vitae, the names of at least three referees, and a statement of research interests to: Professor Michael Luke, Chair, Department of Physics, University of Ottawa, 45 John J. Fisher Drive, Toronto, ON, M5S 1A7, Canada. Applications will be reviewed starting in December 2007 and until the position is filled. Received by December 1, 2007 will be given first consideration. The University of Ottawa is an equal opportunity employer in research and life. In one of the most diverse cities in the world, and is strongly committed to diversity. The University of Ottawa University especially welcomes applications from visible minority group members, persons with disabilities, members of sexual minority groups and others who may contribute to the diversity of the University. All qualified candidates are encouraged to apply; however, Canadians and permanent residents are preferred.

positions of visible minorities and persons with disabilities are encouraged to apply.

The Department of Physics and the Donnelly Centre for Cellular and Biomolecular Research at the University of Toronto are pleased to announce the search for up to two tenure stream appointments in Biological Physics. The positions are advertised with a starting date of July 1, 2008 or thereafter. These positions offer an exciting environment for research and teaching. The search program is one of the largest and most active biomedical research communities in the world. We are looking for people with a PhD in Physics or a related field, and with proven or potential excellence in both research and teaching. We are particularly interested in the general area of complex systems, including genomics, proteomics, and systems biology. Areas of interest include mechanical and nonlinear dynamics in biological systems, although outstanding research in other areas of biological physics are encouraged to apply. Through the Department of Physics, the new appointments will be made in the Department of Biological Sciences. The search committee consists of groups in biological physics and quantum optics in the Department of Physics, while the Donnelly CCBR provides an open, interdisciplinary environment with a focus on the interface between physics and researchers from the faculties of Medicine, Pharmacy, Applied Science and Engineering. For more information, please visit our prospective candidates to visit our home pages at www.physics.utoronto.ca and www.dccbr.utoronto.ca. To be commensurate with qualifications and experience. Applications, including a curriculum vitae, a list of references, and a letter of interest and three letters of reference should be sent to: Professor Michael Luke, Chair, Dept. of Physics, University of Toronto, 277 D. G. Smith Drive, Toronto, ON, Canada M5S 1A7. E-mail: chael@physics.utoronto.ca. The closing date for applications is December 2, 2007 until the position is filled. Those received by December 1, 2007 will be reviewed first. The University of Toronto offers the opportunity to teach, conduct research, and live, in one of the world's most vibrant and exciting cities, and is strongly committed to diversity within its community. The University especially welcomes applications from women, Aboriginal persons, persons with disabilities, members of visible minorities, and persons with prior employment contributions to further diversification of our staff. All qualified candidates are encouraged to apply. The University is an equal opportunity employer and no consideration of race, gender, age, religion, or ethnicity will be given priority.

PHYSICS & ASTRODYNAMICS – University of Waterloo is seeking a highly motivated individual to fill the position of Assistant Professor in the Department of Physics and Astronomy at the University of Waterloo. Invites applicants for full-time teaching positions at the Assistant, Associate, and Full Professor levels. The following are areas of theoretical physics: quantum gravity, including string theory, quantum field theory, quantum cosmology, quantum mechanics, non-commutative geometry, and quantum information theory. Other areas of interest include quantum optics, quantum computing, quantum algorithms, and quantum encryption. Other approaches: (i) quantum information theory, quantum computing, quantum cryptography, quantum algorithms, and quantum encryption; (ii) astrophysics physics, including cosmology, astrophysics, and quantum gravity. We are interested in candidates who have a PhD degree, a record of excellent research accomplishments and promise for future research, and who are able to attract and mentor graduate students may be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by registered mail a curriculum vitae, an outline of research interests, and a list of references.

research plan, and a statement of their teaching goals. Arrangements should be made for a letter of recommendation. Materials should be addressed to the: **Chair, Department of Physics** University of Waterloo, 200 University Ave. W., L2G1, Tel: (519) 888-4567, Ext. 36831; E-mail: physics@uwaterloo.ca; Applications should be sent to the Chair. The position is full-time. We encourage applications from all nationalities. Further information is available at: www.physics.uwaterloo.ca. Web page: <http://www.science.uwaterloo.ca/physics>. All qualified candidates are encouraged to apply. Preference will be given to senior and permanent residents will be given top priority. The University of Waterloo enforces a policy of equal opportunity for all individuals, including women, members of visible minorities, native people, and people with disabilities.

PHYSICS & ASTRONOMY (HIGH-ENERGY PHYSICS) – York University, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada. The Physics and Astronomy Department of the Faculty of Science and Engineering is seeking applications for a tenure-track appointment in the area of High Energy Physics effective July 1, 2008. See our ad in this issue for details.

PHYSICS & ASTRONOMY (QUANTUM COMPUTING) – University of Waterloo, Applications are being invited for one to more positions in the area of Quantum Computing for Quantum Computing (QOC) with the Department of Physics & Astronomy. The successful candidate will be a senior physicist with strong research accomplishments in the field of quantum information science and quantum computing (QOC) to be considered. The candidate will hold a position in the department and be cross appointed to the Department of Computer Science and a stipend. Responsibilities will include the supervision of graduate students, teaching of undergraduate and graduate level courses and the supervision of graduate students. Salary will be commensurate with the candidate's qualifications. EOE. The University of Waterloo is an equal opportunity employer. All qualified individuals are encouraged to apply. Permanent residents and Canadian citizens and permanent residents will be given priority. The University of Waterloo enforces a policy of equal opportunity for all individuals, including women, members of visible minorities, native people, and people with disabilities. The University of Waterloo is host to the Institute for Quantum Computing (QOC). Information on the Institute for Quantum Computing can be found at www.iqoc.ca. The IQOC, at present, includes 14 faculty in the IQOC, all permanent residents or Canadian citizens. The Physics department, <http://www.physics.uwaterloo.ca/> Information on the Department of Physics and Astronomy and has thriving groups in astrophysics, cosmology, condensed matter, optics, and quantum computing. The successful candidate will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Physics. The Institute for Quantum Computing Cryptographic Research. Interested individuals should send a curriculum vitae, a letter of motivation, and a list of references to the Chair of the hiring committee: Prof. Raymond Laflamme, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Phone: (519) 888-4567, Ext. 36831; E-mail: laflamme@uwaterloo.ca. The deadline for reviewing applications is 15 December 2007. Applications received after this date will be considered if a position remains unfilled.

PHYSICS & ASTRONOMY (THEORETICAL PHYSICS) – York University, York University's Department of Physics and Astronomy, in the Faculty of Science and Engi-

postgraduate level will be considered. The successful candidate will contribute to the research and teaching activities of the Physics Department in the Department of Physics. Applicants must have a PhD, or equivalent, in Physics, and be committed to teaching. The successful candidate will be expected to build a strong research program in the areas of astrophysics, and teach physics and astrophysics to the undergraduate and graduate levels. The Department of Physics has approximately 40 faculty and 130 graduate students, with research interests in astrophysics, particle physics, and astrophysical plasma physics and geophysics. The astrophysics faculty consists of 11 members with research interests in astrophysics, plasma physics, x-ray astronomy, gravity, cosmology, and plasma physics, and space physics. The Department has a strong technical staff (computing, electronics, mechanical, and high performance computing) and a large number of graduate students (<http://www.astrograd.ca/>). Initiatives by the Government of Alberta and Canada provide funding for the Department, including funding to establish new research programs at the University of Alberta. See <http://www.astrograd.ca/>, <http://www.gov.ab.ca/sra/>, <http://www.lcoie.ca/>, and <http://www.mnso.ca/> for further information. The successful candidate will develop a curriculum vitae, a research plan, and a statement of teaching experience and interest. Please send at least three confidential letters of reference to the address below or e-mail to astrosearch@ualberta.ca. All applications will begin by that date and will continue until the position is filled. The position is open until the position is filled. Postgraduate students may apply to the Astrophysics Search & Selection Committee. The committee consists of the Department of Physics, University of Alberta, Edmonton, Alberta, Canada, T6G 2G7. Email: astrosearch@ualberta.ca, Tel: 780-492-0714. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada are preferred. The University of Alberta hires on the basis of merit. We are committed to the principle of equal opportunity and encourage diversity and encourage applications from all qualified women and men, including persons with disabilities. Minorities, visible minorities, and Aboriginal persons are encouraged to apply.

PHYSICS EXPERIMENTAL ASTROPHYSICIST
The Department of Physics, University of Alberta (<http://www.physics.ualberta.ca/>) invites applications for a full-time position in the experimental astrophysics physics, as part of our expansion into the areas of discovery in astrophysics. The position is a fulltime/tenure double beta decay, and measurements of neutrino oscillations and neutrino mass. The position is located at the University of Alberta's National Superconducting Cyclotron Laboratory (NSCL). We primarily seek candidates at the postgraduate level. The position is open to all candidates at a more senior level will be considered. Applicants must have a PhD in Physics, or equivalent, and research interests in astrophysics or nuclear physics, outstanding research in research, and be committed to teaching. The successful candidate will be expected to build a strong research program, supervise graduate students and contribute to the research activities of the Department. The Department of Physics has approximately 40 faculty and 130 graduate students, with research interests in astrophysics, particle physics, astrophysics, condensed matter physics and geophysics. Our particle physics faculty consists of 11 members with research interests in astrophysics, particle physics, particle and nuclear astrophysics, and astrophysical plasma physics and geophysics. The astrophysics faculty consists of 11 members with research interests in astrophysics, plasma physics, x-ray astronomy, gravity, cosmology, and plasma physics, and space physics. The Department has a strong technical staff (computing, electronics, mechanical, and high performance computing) and a large number of graduate students (<http://www.astrograd.ca/>). Initiatives by the Government of Alberta and Canada provide funding for the Department, including funding to establish new research programs at the University of Alberta. See <http://www.astrograd.ca/>, <http://www.gov.ab.ca/sra/>, <http://www.lcoie.ca/>, and <http://www.mnso.ca/> for further information. The successful candidate will develop a curriculum vitae, a research plan, and a statement of teaching experience and interest. Please send at least three confidential letters of reference to the address below or e-mail to astrosearch@ualberta.ca. All applications will begin by that date and will continue until the position is filled. The position is open until the position is filled. Postgraduate students may apply to the Astrophysics Search & Selection Committee. The committee consists of the Department of Physics, University of Alberta, Edmonton, Alberta, Canada, T6G 2G7. Email: astrosearch@ualberta.ca, Tel: 780-492-0714. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada are preferred. The University of Alberta hires on the basis of merit. We are committed to the principle of equal opportunity and encourage diversity and encourage applications from all qualified women and men, including persons with disabilities. Minorities, visible minorities, and Aboriginal persons are encouraged to apply.

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A community of almost 50,000 full and part-time students and graduates who will also contribute greatly to the country. One of Canada's leading IT institutions, BCIT is answering the ever-growing demand for IT education. You'll keep it on the cutting edge.

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Based in and around Vancouver, BCIT provides a wide range of programs, diplomas, and degrees in fields such as Engineering, Construction & the Environment, Industrial Processes, and Transportation. We are committed to the business sectors that rely on IT and to the BCIT community to maintain the highest standards of excellence. Externally, you will forge strong relationships with our stakeholders.


As a leader in the crucial role that polytechnics play in the economy, and have both the academic and practical training that the industry around the bold vision of BCIT. We are a leading employer. All responses to your interest in Project 8760 should be sent to vancouver@caldwell.com

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
the last issue's Careers section

PHYSICS (OBSERVATIONAL ASTRONOMY) – University of Alberta. The Department of Physics, University of Alberta (<http://www.phys.ualberta.ca/>) invites applications for a tenure-track faculty position in observational astrophysics. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more

 **McGill**

Two Tenure Institute of

The Institute of Parasitology (IOP) intends to fill two faculty positions. (1) Full or part time with an outstanding research support and training in parasitology to be nominated for a Chair (<http://www.iop.mcgill.ca/>). (2) Assistant professor with postdoctoral experience in parasitology to set a new record in parasitology in a water related parasitology for one of the appointments is planned in immunology, parasitology in any aspect of parasitology considered for the other. Attracting extra funding is important. The appointment is planned for September and will employ modern techniques. Recruits will be for Host-Parasite Unit (<http://www.mcgill.ca/iop>)

 **www.mcgill.ca/iop**

ment has excellent electronics, machine tools and computational facilities and staff, and access to high performance computational infrastructure (see <http://www.west-atl.ca/>). Initiatives by the Government of Alberta and Canada provide exceptional opportunities for additional funding to establish new research programs at the University of Alberta. See <http://www.abcrange.com/>.

Research Positions

Parasitology

The Canada Research Institute at McGill University (mcgill.ca/parasitology/) offers tenure-track and non-tenure-track positions. Professors or record of publication. Graduate student supervision. The candidate will be a Canda Research Scientist (Sr. prof. cat.). The ability to work in the area of parasitology is an absolute must. We have a strong public health and a strong public background. A background in infectious disease is an absolute must. Previous success in securing funding is required. We will hold a Ph.D. in the area of parasitology research techniques in the FORBET Centre in Quebec City. The new faculty

will contribute to graduate training and biotechnology disciplines. McGill University is an institution for research. A summary of names of the 2007 to 2010:

Prof. Timothy J. McEwen
Institute of Life Sciences
McGill University
211, 111 Lakeshore
Ste-Anne-de
Canada H9X 3V9
E-mail: timothy.mcewen@mcgill.ca
Phone: 514-393-1111

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G. Geary, Director
Parasitology
University
of Toronto
Room 609
78 Bloor Street West
Toronto, Ontario M5S 1A5
Canada
Tel: 416-978-2731
Fax: 416-978-2732
E-mail: ggeary@mcgill.ca

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With its five main campuses in and around Vancouver, BCIT offers a depth of programs including trade apprenticeships, diplomas and degrees. Its schools of Business, Computing & Academic Studies, Construction & the Environment, Health Sciences, Manufacturing, Electronics & Industrial Processes, and Transportation are all acclaimed in their fields and closely tied to the business sectors they represent. Internally, you will inspire and energize the BCIT community to maintain the highest possible levels of program relevance and excellence. Externally, you will forge strategic alliances and act as an advocate to all of BCIT's stakeholders.

You have a passionate belief in the crucial role that polytechnics play in the overall national learning landscape and have both the academic and leadership credentials to lead the pacesetter. Rally others around the bold vision of BCIT. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. BCIT is an equal opportunity employer. All responses to The Caldwell Partners are confidential. Please indicate your interest in Project 8760 through the "For Candidates" section of www.caldwell.ca, by email to vancouver@caldwell.ca, or in writing to 850-1095 Pender Street, Vancouver, V6G 2M6.

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McGill


Two Tenure-track Positions Institute of Parasitology

The Institute of Parasitology at McGill University (<http://www.mcgill.ca/parasitology/>) intends to fill two full time tenure-track positions. (1) Full or Associate Professor with an outstanding record of publication, research support and graduate student training in parasitology. The candidate will be nominated for a Tier I Canada Research Chair (<http://www.chairs.gc.ca>). The ability to work in the international arena is an advantage. (2) Assistant Professor with postdoctoral experience and a strong publication record in parasitology. A background in a water related parasite infection is desired for one of these positions. One appointment is planned in the area of parasite immunology, while strong candidates in any aspect of parasitology will be considered for the other. Previous success in attracting extramural research funding is important. The appointees will hold a Ph.D. Or equivalent degree in an appropriate field and will employ molecular research techniques. Recruits will join the FORNTE Centre for Host-Parasite Interactions in Quebec (<http://www.mcgill.ca/chpi/>). The new faculty

will contribute expertise to the Institute's graduate training programs in parasitology and biotechnology, and in specialty and interdisciplinary courses more generally. McGill University is an English language institution functioning in a bilingual environment. Candidates should forward a CV, a summary of research plans and the names of three referees by 23 November 2007 to:

**Prof Timothy G. Geery, Director
Institute of Parasitology
McGill University
2111 Lakeshore Road
Ste-Anne-de-Bellevalle, Quebec
Canada H9X 3V9
E-mail: timothy.g.geery@mcgill.ca
Phone: 514-398-7612. Fax: 514-398-7857**

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.



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CAREERS CARRIÈRES

seeking applications to fill a contractually limited faculty position until August 31, 2010 in Small Animal Medicine at the rank of Assistant Professor. Applicants must have a DVM or equivalent degree, must be licensed to practice in the Province of Ontario, and should be Diplomates of the American College of Veterinary Internal Medicine (ACVIM) or the European College of Veterinary Medicine (ECVM). Applications will also be considered from candidates who are eligible for the certification examination of the ACVIM or the ECVM. Candidates must have demonstrated research capability, and possible. The ideal candidate should have a strong background in clinical medicine and outstanding teaching and communication skills. The successful candidate will work with a four board certified internists to provide diagnostic and clinical instruction in small animal medicine and related disciplines to undergraduates, interns, residents and graduate students. Service activities will include the management of patients and consultation in the Veterinary Teaching Hospital and limited administrative activities. Research of a collaborative nature is encouraged. The City of Guelph is a vibrant community, approximately 100,000 people, located in semirural Southern Ontario, 100 kilometres west of Toronto. The city's century-old limestone

buildings and downtown avenues are set in a picturesque natural setting at the junction of the Speed and Eramosa Rivers. The city's rivers, parks and countryside afford numerous opportunities for equestrian sports, hiking, cycling, and other outdoor activities. Guelph is also known for its rich architectural heritage and vibrant cultural life, including its music festivals, theatres, art galleries, and other numerous activities and points of interest. For further information on Guelph, please refer to the City's web site at www.city.guelph.on.ca. The University of Guelph has been ranked the top comprehensive university in Canada for 4 of the last 6 years. Guelph was ranked at the top of its class for overall educational quality, reputation and atmosphere in the 2006 University Report Card published by the Globe and Mail. The University was named Canada's top comprehensive research institution in the annual Top 50 Research Universities ranking. A comprehensive university is one that a significant amount of research activity and a wide range of programs at the undergraduate and graduate levels. As a complement of the recognition there are strong research programs in the Department of Biological Sciences at OVC, and in other departments. The University of Guelph offers excellent opportunities for collaborative research. Additional research opportunities are available at three medical

schools in the region (University of Toronto, McMaster University, and the University of Western Ontario). The deadline for applications will be November 1, 2007 or until the position is filled. For more information, interested parties should contact Dr. Dana Allen, Chair, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1; (639) 824-4220 ext. 54001, Fax 639-827-0311, and provide a letter of application, current curriculum vitae and the names of at least three referees. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities.

SOCIAL SCIENCES — York University, The Faculty of Arts, York University invites applications for Associate Director of the Institute for Social Research. The ISR position has an initial term of three years, with the possibility of renewal. The successful applicant will be awarded a tenure-track appointment as an Assistant Professor in a relevant department or division in the Faculty of Arts. Candidates should have a research program in which quantitative analysis of large-scale survey data is prominent. Some possible areas of research include immigration, labour and income, the course, population health and political attitudes. Candidates should have strong practical knowledge of data analysis, including the ability to teach at the graduate level, as well as a good understanding of survey research. Also desirable would be some experience working at an RDC and some experience in research and/or academic management. Applicants are encouraged both from beginning scholars and from those with some experience at the level of assistant professor. An ISR position holder will be expected to participate in the research and administration of the Institute for Social Research, including the development of research grant applications, consultation on survey and data analysis, and some teaching in a workshop setting. Candidates will also be expected to teach graduate and undergraduate courses and to maintain an active research program. The successful candidate must be eligible for prompt appointment to the Faculty of Graduate Studies. York University is a leader in interdisciplinary social science research and out reach efforts that enable partnerships between researchers and policy makers. To address the ever more complex and challenging issues facing both scholars and policy makers, the University sustains high quality empirical research informed by a diverse range of theory and methods. In order to build upon our strengths and prominence in Quantitative Methods in Social Research (QMSR) and to expand this area, the successful candidate will be expected to participate in a growing cluster of QMSR researchers with complementary strengths across the University who are engaged in collaborative and interdisciplinary work. In addition, the successful candidate should be a member of the Institute for Social Research (ISR). The Institute for Social Research houses the

largest survey research organization at a Canadian university, the Statistical Consulting Service provides advice and short courses, primarily to the York community, with SSHRC and Statistics Canada support. The Institute is home to a Summer Program in Data Analysis. To find out about the Institute, go to <http://www.isr.yorku.ca>. The position to commence July 1, 2008 is subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/aa/>. acandidate/index.htm. The position is located at the affirmative action office of York at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should submit a curriculum vitae, a statement of research and teaching interests, and relevant reports and arrange to have three letters of reference sent to Search Committee for the Associate Director, Institute for Social Research, York University, TEL Building, 5th Floor, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3; phone: (416) 736-5061; fax: (416) 736-5749. Deadline: 15 December 2007.

SOCIAL WORK — University of Windsor. The University of Windsor is seeking applications for one, possibly two tenure-track faculty positions in the School of Social Work. The proposed start date is July 1, 2008, with appointment at the rank of Associate Professor. These positions are subject to final approval by the Board of Governors. For more information, visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Brent Angell, Executive Director, Social Work, University of Windsor, 400 Sunset Avenue, Windsor, Ontario, N9B 3A4, Phone: (519) 253-3300 ext. 3300, Fax: (519) 973-7036, Email: angell@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Jennifer Drach, Director, Faculty Recruitment at 877-665-6608 (Toll free within North America) or call collect outside of North America at 001-519-561-1432 or Email: recruitment@uwindsor.ca.

SOCIOLOGIE — Collège universitaire Glendon, Université York. Le Département de sociologie sollicite des candidatures pour un poste permanent à temps plein, à l'échelle de professeur adjoint(e). Le Collège universitaire Glendon est la faculté bilingue (français/anglais) d'arts libéraux de l'Université York. Il offre une gamme de programmes en lettres et sciences humaines. Son campus est situé au plein cœur de Toronto. Ses fonctions comprennent l'enseignement au niveau du baccalauréat, la recherche et la supervision de thèses de sciences supérieures (2e et 3e cycles), ainsi que la recherche et les tâches administratives. La personne choisie devra rapidement admissible au titre de membre de la Faculté des études supérieures. Ce poste contribuera au nouveau programme de Maîtrise en affaires publiques et internationales. L'Université York est un chef de file en matière de recherche interdisciplinaire en sciences sociales et des initiatives de rayonnement visant à établir des partenariats entre chercheurs et les responsables des politiques. Pour répondre aux questions et aux exigences de ce poste, les candidats doivent posséder des compétences avancées en matière de recherche empirique de grande qualité basées sur un éventail de théories et de méthodes. Pour nous, ce poste est important dans le domaine des méthodes quantitatives en recherche sociale (QMSR) et de l'expansion dans ce domaine. La personne choisie devra participer aux activités d'un groupe croissant de chercheurs spécialisés

dans les QMSR, qui travaillent à l'Université York. Les chercheurs, qui ont des compétences complémentaires, mènent des travaux interdisciplinaires basés sur la collaboration, notamment dans des centres de recherche réputés comme l'Institut pour les Sciences Sociales (ISR). Candidatures: Les candidats doivent détenir un doctorat en sociologie et avoir démontré leur potentiel à exceller en recherche sociale. Domaines de spécialisation: méthodologie de la recherche, avec la maîtrise de l'approche quantitative et une bonne connaissance de l'approche qualitative sera un atout. Les candidats doivent être bilingues, français/anglais, et doivent pouvoir enseigner dans ces deux langues. Endroit: Le Collège universitaire Glendon est situé au sein de la faculté de l'Université York, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6, Canada. Closing date for applications: November 30, 2007. Please note: Election applications will be accepted.

SOCIOLOGY — Brock University. The Department of Sociology at Brock University invites applicants for a probationary appointment at the level of assistant or associate professor in the field of critical social justice effective July 1, 2008, subject to budgetary approval. The successful candidate will be given priority. Applications and letters of reference should be sent to: Dr. John Schofield, Chair, Sociology Department, Brock University, 1800 Ontario Street, St. Catharines, Ontario L2S 3A4. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/humanresources/images/selfidentification.doc> and include the completed form with their application. More information on Brock University can be found on the University's web site at <http://www.brocku.ca>.

SPANISH — University of New Brunswick. The Department of Culture & Language Studies at the University of New Brunswick is seeking a full-time tenure-track position in Spanish at the rank of Assistant Professor beginning July 1, 2008. The successful candidate will hold a PhD or equivalent in Spanish by the date of commencement in university teaching as well as demonstrated commitment to research and publication. He or she must be able to teach Spanish Language acquisition from beginner to advanced levels, and contribute to our innovative program in World Literature and Culture Studies through teaching, research and curriculum development. Preference will be given to candidates who can teach and develop courses at the intersection of Hispanic Studies and Film since this position not only supports the Department's programs but is intended to contribute to a growing interdepartmental program in Film Studies as well

French, and able to teach in both languages. Appointment: Salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2008. All positions at York University are subject to budgetary approval. Affirmative Action: York University is an Affirmative Action Employer. The Affirmative Action program can be found on York's website at <http://www.yorku.ca/aa/>. acandidate/index.htm, or a copy can be obtained by calling 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applications and letters must include an up-to-date curriculum vitae, three letters of reference, and at least one of which should address teaching, and a scholarly writing sample. Application packages should be addressed to: Professor Scott Schofield, Chair, Sociology Department, Brock University, 1800 Ontario Street, St. Catharines, Ontario L2S 3A4. Closing date for applications: November 30, 2007. Please note: Election applications will be accepted.

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Sessional Faculty Openings

UCFV has Sessional Faculty openings in the Winter 2008 Semester in the following disciplines:

- Modern Languages
- Psychology
- Kinesiology & Physical Education
- Economics
- Mathematics & Statistics
- Social Work & Human Services
- Communications
- Health Sciences
- Geography
- Adult Education
- Library & Information Technology
- Biology
- Biology Lab Instructor
- College & Career Preparation
- Continuing Studies, Health Sciences
- Continuing Studies

The University College of the Fraser Valley, with 10,000 students annually pursuing more than 80 degree, diploma and certificate programs, is committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation.

For full details on these positions visit

www.ucfv.ca/careers



Tenure-stream Faculty Positions in Radiation Sciences

The Department of Medical Physics and Applied Radiation Sciences at McMaster University invites applications for three new tenure-stream faculty positions in radiation sciences. Appointments will be at the Assistant Professor level, however, applications from candidates qualified for more senior levels will be considered. We are seeking highly motivated and qualified individuals, preferably with research interests in areas that complement existing strengths in the Department. These include, but are not limited to, radiation measurement and detection, low dose radiation biology, radiopharmaceutical development and medical imaging, in vivo trace metal analysis and body composition, and biophysics. The Department strongly encourages interdisciplinary, collaborative research and has strong interactions with the McMaster Institute of Applied Radiation Sciences, and also with other university departments and institutes. Current areas of research include osteonuclear, EEG and MEG imaging of the brain and MRI and x-ray studies of the musculoskeletal system. In addition, we have strong research links with our affiliated teaching hospitals and research institutions within our Academic Health Network (Hamilton Health Sciences, the Juravinski Cancer Centre and St Joseph's Hospital).

Candidates must hold a PhD in a relevant discipline, have at least 2 years of appropriate post-doctoral experience, and have a strong track record of research accomplishment. Successful candidates are expected to establish and maintain an independent, competitive, externally-funded research program. He/she will be provided with laboratory space and a generous start-up package and will be expected to participate in undergraduate and graduate education and training.

McMaster University is the country's foremost research-intensive university and enjoys an outstanding reputation in radiation sciences research. We have a full range of exceptional and unique radiation sciences research facilities which include a nuclear reactor, several accelerators, a unique high level radiation facility, a small animal imaging facility with SPECT/CT and PET scanners and several radiation facilities such as the Taylor Radiobiology source and a 60Co hot cell.

The Department has been undergoing a period of exciting change and growth. We have increased our faculty complement, and are significantly expanding our graduate programs. The Department offers an undergraduate program in Medical and Health Physics, a Bachelor of Medical Radiation Sciences program in collaboration with Mohawk College, and a graduate program in Radiation Sciences with fields of Medical Physics and Radiation Biology. We also offer a Master's program in Health and Radiation Physics.

Further information can be found at www.science.mcmaster.ca/medphys or obtained by emailing medphys@mcmaster.ca.

Interested applicants should submit a letter of application with their curriculum vitae, statements of teaching and research interests and arrange to have three letters of reference sent to:

Dr. Fiona McNeill, Chair
Department of Medical Physics and
Applied Radiation Sciences
McMaster University
Hamilton ON L8S 4K1
CANADA

This posting will remain open until all three positions are filled. We will start to evaluate applications on December 1st 2007.

All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within the community, and to recruiting a diverse faculty and staff. The University welcomes applications from all qualified applicants, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.



McGill University

Faculty of Engineering
Tenure-track Faculty Positions

The Faculty of Engineering at McGill University invites applications for a number of new tenure-track faculty positions, as follows:

- Long-Tiered endowed Chair in Aerospace engineering
- Digital design and building science (Architecture)
- Advanced materials; Energy (two positions at all ranks in Chemical Engineering)
- Transportation engineering (Civil Engineering)
- Solid mechanics (Mechanical Engineering)
- Computational mechanics, new materials, MEMS/NEMS, biomedical engineering, mechanical systems (three positions in Electrical Engineering)
- Electric power systems, including integration of wind and hydro-electric energies (Senior Hydro-Québec Research Chair in Electrical Engineering)
- Materials (Mining & Materials Engineering)
- Computational materials, nano-materials, or electron beam characterization (senior candidates will be considered for a Tier 1 Canada Research Chair in Mining & Materials Engineering)

Positions are at the Assistant Professor level unless otherwise specified; however, exceptional applications will be considered for all ranks. Candidates must have a PhD and a strong commitment to excellence in research and teaching. Evidence of outstanding research achievements, or research potential, is indispensable. Membership or eligibility for membership in a Canadian professional association is a requirement.

Qualified applicants are invited to submit a resume, together with names and contact information (mail, phone and email) of three references, and a two-page statement outlining research and teaching goals to:

Ms. Anne Sege
Dean's Office, Faculty of Engineering
Macdonald Engineering Building
Room 382
McGill University
817 Sherbrooke Street West
Montreal, Quebec, H3A 2K6 Canada
e-mail: engsear@engineering.mcgill.ca

Applicants must clearly identify for which position they are applying, either directly on the envelope if by hardcopy, or in the subject line of an email. Applications will be reviewed starting on January 1, 2008 and will continue until the positions are filled. Following Canadian immigration requirements, priority will be given to permanent residents and citizens of Canada. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, women, ethnic minorities, persons with disabilities, persons of minority sexual orientation and gender identities and others who may contribute to further diversification. Salary will be negotiated according to qualifications and experience.

www.mcgill.ca



www.cbu.ca

BOOKSHELF COIN DES LIVRES

Prescription Drug Fiasco Needs a Better Fix

The Truth About the Drug Companies: How They Deceive Us and What To Do About It

Marcia Angell. New York: Random House, 2004; 305 pp; ISBN: 978-0-375-50846-2, hardcover \$24.95 US.

By WILLIAM BRUNEAU

PRESCRIPTION drug sales in the United States amounted to just over \$200 billion in 2003. At the going exchange rate that figure exceeded the total 2003 budget of the Government of Canada.

Meanwhile, Standard and Poor's industry-wide survey in 2004 put worldwide drug sales at \$494 billion, well over the budgeted expenditures of all governments in Canada — national, provincial and municipal — with an American state government or two thrown in. By comparison, global military expenditure amounted to \$900 billion in 2004, almost twice the amount the world spent on prescription drugs.¹

These are stratospheric numbers. One may imagine such a capital-intensive activity may not always be carried on in the public interest and that the public interest should therefore be guarded with highest vigilance.

Marcia Angell's *The Truth About the Drug Companies* is a well-written description of the drug colossus ending with proposals for moderate changes in public policy. The book does tell a "truth about the drug companies."

I have only small criticisms to make of Angell's methods or research and argument, but larger ones of her recommendations. She wants change in higher education, research, industrial development and government policy, but not much change. In short there is a mismatch between her factual findings and her proposals for reform in medical education and public regulation.

Angell agrees with innumerable other critics that the problem isn't just the money. It is the safety of pharmaceutical products that worries her. The August 2007 edition of *Common Ground*, an organ of the alternate medicine/whole earth school of thought, included a bracing attack by Alan Cassels on government and industry practices.² As Cassels notes, commercial distribution of the painkillers Vioxx, Celebrex and their relatives led indirectly (some would say directly) to a wave of heart attacks in a minority of users and eventual withdrawal of Vioxx in a flood of negative publicity.

The marketing of Vioxx without adequate advance research and testing might be explained by plain greed, but it also must have something to do with what Aristotle called *akrasia*, moral weakness, in this case the inability to resist temptation. The financial gain from Vioxx, it would seem, was irresistible to the denizens of certain boardrooms.

Cassels, in this article and elsewhere, insists on root-and-branch reform of whole systems of research and marketing. He agrees with Angell that it will not do to conduct simpliminded research with small sample populations, or "easy" research that compares a given drug with a placebo, but not with other similar drugs. His reasoned views lead him to recommend sustained change, including much more demanding standards of inspection and verification of drug company claims, and in some cases, public ownership of certain elements of the "system."

Angell plays it a bit safer, perhaps because she knows, or thinks she knows what is practically possible in the US. As a former editor-in-chief of the *New England Journal of Medicine*, she is well placed to make judgements of that sort.

But North American readers rightly expect more of a book like this. Canadians have seen how the industry sometimes verges on the iatrogenic. *The Oliveri Report* (2001) and two years later, David Healy's *Let Them Eat Prozac* — both from the CAUT monograph series — gave us wide-open windows on the pharmaceutical world. What we saw through those windows continues to haunt us.

If Cassels, Oliveri (or rather, Thompson, Baird and Downie, the authors of the *Oliveri Report*), and Healy are right, the dangers of prescription drug research and commercialization go well beyond corporate boardrooms. Those dangers are as much social, political, personal and moral in character as they are scientific. People and communities live and sometimes die because of decisions in boardrooms.

But more than that, expectations of what constitutes a

The Truth About the Drug Companies



HOW THEY DECEIVE US
AND WHAT TO DO ABOUT IT

MARCIA ANGELL, M.D.

Further writer to check in the New
England Journal of Medicine
Journal of the Public Health

healthy life are shaped in some degree by drug company policy. After all, they want and need us to think we're not all that healthy and that we must need products of which we are only dimly aware.

At first glance, these several points justify significant change in the entire structure of the "industry." Such change would involve social policy and law, not just improved methods of peer review, or better standards of laboratory technique, important as those are.

A number of books, including several by Americans, do go down that road. In 1999, there was Stephen Fried's *Bitter Pills*, in 2001, Cynthia Robbins-Roth's *From Alchemy to IPO: The Business of Biotechnology*, and almost immediately following Angell's book, in 2004, John Abramson gave us *Overdosed America: The Broken Promise of American Medicine*. In 2005 it was the turn of Ray Moynihan and Alan Cassels' *Selling Sickness*.

Angell's book stands out only in its discussion of research practice, publication routines and university medical education. She gives a chapter to Marketing Masquerading as Education. She reminds us that \$54 billion is called "education," "because by so doing it [the pharmaceutical industry] can avoid legal constraints on its marketing activities."

Doctors are encouraged by their experiences of "education" to prescribe drugs for off-label uses (prescriptions for treatment of illnesses that may have an underlying connection to the officially approved target of the drug). Since drug companies are not allowed to make overlarge claims in public advertising, this is one way to increase demand. Then there are the kickbacks — money, entertainment, goods and services offered to doctors so they'll look fondly on Paxil, Prozac and all the rest. (p. 137)

Big Pharma's version of "continuing medical education" goes on at medical conventions, universities and hospitals, and 60 per cent of its financing comes directly from drug industry budgets. Industry often works through third-party institutions (continuing education companies) claiming to have no interest in any one drug or drugs, but that are run by drug company executives and partners from the world of medical education. (pp. 140-141)

Angell gives us a believable picture, and it has extra weight because of her professional background. She shows just how continuing education can be a device for finding and paying doctors to become consultants, teachers and authors, often under the pretext they are all in the service of the public good.

And yet "[T]he head of Brown University's

Department of Psychiatry reportedly made over \$US 500,000 in one year consulting for drug companies that make antidepressants. When *The New England Journal of Medicine*, under my editorship, published a study by him and his colleagues of an anti-depressant agent, there wasn't enough room to print all the authors' conflict-of-interest disclosures. The full list had to be put on the website." (p. 143) Angell wrote an editorial asking if "academic medicine is for sale." A correspondent wrote to say that no it wasn't, as "the current owner is very happy with it."

In her discussion of marketing masquerading as research, Angell recites a horrid list of drug company sins: bogus "trials" of drugs, non-existent safety studies, ghost-written research and encouragements to take many drugs when one would do (this is called polypharmacy). In subsequent chapters she shows the weakness and irrelevance of much government regulation, and finally (pp. 232-236) pinpoints the motives that make the companies so sinful: they must make ever greater profits to satisfy stockholders, but (a) don't have a stock of blockbuster wonder drugs to push and (b) face increasingly strong resistance to the high prices of drugs.

David Healy's work deserves another mention here. Healy had already pointed in 2003 to problems in research and medical education that receive attention in Angell's 2004 book, yet Healy's writings are absent in the Angell bibliography. This is bothersome, for one important problem raised by Healy was that of "ghost-written research." Angell, who makes much of this problem, could have learned from Healy. Maybe she should have waited a little before going to print.

A September 2007 discussion of ghost writing by Sergio Simondo of Queen's University adds to Healy's. Simondo begins with the Vioxx example (compare Angell, pp. 108-109). He quotes the first author of a research article about that drug. That author, Jeffrey Lisse, a rheumatologist at the University of Arizona, said that Merck, "designed the trial, paid for the trial, ran the trial . . . Merck came to me after the study was completed and said, 'We want your help to work on the paper.' The initial paper was written at Merck . . ."

But Simondo argues we now have "ghost management [his emphasis] of medical research and publishing: when pharmaceutical companies and their agents control or shape multiple steps in the research, analysis, writing and publication of articles." Ghost management is a "substantial business, employing thousands of marketers, writers and managers."⁴ It has undermined the system of peer review and made a mockery of the usual rules for disclosure of "interest" in research. Until there is some way to "sequester pharmaceutical company funding from research and publishing or from marketing," Simondo believes we must find journal editors who have the courage to refuse suspicious manuscripts and insist that "universities and academic health centres . . . prohibit contracts that allow sponsors to draft, edit, or suppress articles."

All of these authors and every one of their books and articles come close to saying the industry is broken beyond repair and a market-based approach to the discovery and distribution of prescription drugs will never be effective. Angell makes a strong case that the industry is responsible for almost no innovation; it is natural scientists and social scientists and universities that innovate, not the drug companies.

Yet Angell insists "this is an important industry that should be saved — mainly from itself." (p. 237) Of course she may, in an extremely narrow sense, be not entirely wrong. The American pharmaceutical industry and its analogues elsewhere in the world have indeed noticed (but not discovered) useful substances, have successfully merchandised a whole rainbow of such substances and have made immense profits for their stockholders.

But how do such achievements contribute reliably and fairly to the public weal, to widespread and deep understanding of health and to research and teaching in the health sciences? Angell soldiers on, recommending the drug industry goes back to finding innovative drugs, accepting that patents to established drugs should merely be allowed in most cases to lapse. She has every reason to think the industry is incapable of sustained innovation. Why then does she make this recommendation?